

Local Government SERVICE

GOVERNMENT'S
LESSONS
FOR YOU

—Page 11

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

No. 1. Vol. XXI JAN 22 1941 JANUARY, 1941

THREEPENCE

A NEW YEAR MESSAGE FROM THE PRESIDENT

IN the days to come, as we look back upon the past, most of us, I fancy, will single out the year that has just ended as the most momentous of our lives.

As in national affairs, so in local government, we have experienced successive phases of complacency, seeming defeat, and rising confidence in our powers. We recall those difficult early days of the year, when, in the absence of any sign of war on the Home Front, the evacuation scheme broke down and short-sighted public criticism led to wholesale reductions in the scope of civil defence preparations; the frantic improvisation when invasion seemed imminent; the initial despair and confusion when air attack threatened to overwhelm our depleted organisation; and the speedy return of confidence as we found that we could meet and overcome the worst the bomber could do. Local government has cause for pride in the part it has played, starved and ill-equipped as it was for the stupendous burdens thrown upon it.

In the Front Line

Still more may local government officers be proud of their own share in this tremendous task. The outstanding courage, devotion, efficiency, and skill in improvisation they have shown in mobilising the civil defence services, often while bombs were falling around them, have won universal commendation. When we read of the achievements of our colleagues in London, Coventry, Liverpool, Birmingham, Bristol, Southampton, Sheffield, and the other heavily bombed areas; when we learn that the first civilian to be awarded the George Cross was a local government officer and a member of NALGO, we are thrilled to be members of the Service they represent. No longer can critics jibe at local government as a "sheltered" occupation. Its members to-day are in the front line, and are displaying there the qualities that have always marked the British front-line soldier. Some have fallen at the post of duty, others have been injured. Their names will long be enshrined in our memories.

NALGO's Achievements

As with local government, so with NALGO. It, too, has faced unprecedented problems since the war began, and has surmounted them with more success than many of us dared hope was possible.

War service pay, cost-of-living bonus, and the extension and strengthening of Whitley machinery have provided three outstanding problems for the Association during the first year of war. In dealing with each, we have a substantial measure of success to record. It was largely as a result of NALGO's efforts that the Local Government Staffs (War Service) Act was passed at the outbreak of war, and it was not its fault that the provisions for making-up to civil level the pay of officers in the Forces were made permissive, not compulsory. Despite the difficulties this weakness

of the bill created, however, more than 90 per cent of the large number of local government officers now serving in the Forces,

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are having their service pay supplemented, approximately half of them up to the full level of their civil pay. That result is due almost entirely to the steady pressure maintained by the Association. While it is still short of our goal, we can, I feel, take pride in having

STOP PRESS

A War Bonus Success

AS we go to press comes news of a substantial success in NALGO's efforts to secure a satisfactory cost-of-living bonus for all local government officers.

As members will recall, the Ministry of Health has hitherto refused to sanction payment of bonus in excess of the civil service scale to medical officers of health and sanitary inspectors whose remuneration is subject to the Minister's approval. As a result, many of these officers have been seriously penalised in comparison with their colleagues who had been awarded higher rates of bonus.

The National Executive Council has made strong representations for the removal of this anomaly, in deputations to the Minister of Health and Secretary of State for Scotland, and in negotiations with officials of the Ministry. These negotiations have now succeeded.

The Ministry has agreed no longer to withhold consent to the award of a bonus above the civil service scale to these officers. Grant will be paid on the bonus awarded (subject, of course, to the Ministry being informed), and the decision will have retrospective effect.

All branches concerned should at once bring this important decision to the notice of their authorities.

achieved so much, in view of the strength of the opposition we have had to face.

The campaign for a cost-of-living bonus for all officers has not been without strong opposition. Nevertheless, to-day, nearly 900 authorities, employing a majority of the officers in the country, are paying a bonus to their staffs. We are not satisfied with the amount of the bonus, nor with the degree to which it has been adopted, and we are doing everything in our power to improve the position. As I write, there are indications of an improvement in the near future. We shall certainly not slacken our efforts until it has been attained.

Progress of Whitleyism

In the development of Whitleyism, our progress has been outstanding, and I doubt whether most members yet realise its full extent and significance. During the year, a number of new provincial councils have been established, covering all those parts of the country not yet included in the scheme of Whitley organisation, and to-day that scheme is complete. Simultaneously, the prestige and influence of the National Whitley Council has been strengthened, notably by its promulgation—and the subsequent endorsement by most of the provincial councils—of the first national award on cost-of-living bonus.

While these have been our major achievements during the year, we have many other successes to record.

The flood of legislation prompted by the war affected local government officers in many ways, and in 14 months NALGO's headquarters staff were in almost daily consultation with members of Parliament and officials of various Government departments, seeking, for the most part successfully, to protect the interests of members. The Military Training Act, Reserve and Auxiliary Forces Act, Civil Defence Act, Local Elections and Register of Electors Act, Old Age and Widows Pensions Act, National Service (Armed Forces) Act, and the Personal Injuries (Emergency Provisions) Act, to mention a few only, together with countless Statutory Regulations and Orders, all called for close scrutiny and representation. It is a tribute to the influence of NALGO to-day that our representations were always heard by the Ministries concerned and, to a large extent, acted upon.

Untiring Activity

In addition, we have sent two deputations to the Minister of Health upon general questions affecting the Service, and have had discussions with officials of that Ministry and with representatives of the Associations of local authorities. Since all those conferences have already been mentioned in LOCAL GOVERNMENT SERVICE, I do not propose to discuss them here, beyond stressing the evidence they provide of the untiring activity of the Association in advancing in every possible way the interests of its members. I would, however, draw the attention of members to two facts, incapable

of exact demonstration, but nevertheless clearly apparent to all who, with me, have taken part in those discussions. One is the increasing desire for co-operation with NALGO which is being shown by the Associations of local authorities. We have striven long and patiently for that co-operation, in the face of repeated rebuffs and disappointments; at last, it would seem, our policy of patience is being rewarded. The second fact is the helpful attitude so readily shown by the permanent officials of the Ministry of Health and the Minister himself, Mr. Malcolm Macdonald. The new Minister is clearly interested in the problems of the Service which comes so largely within his province, and is displaying more understanding of, and sympathy with, NALGO's case than did some of his predecessors. There is reason to hope that both these developments will have important results.

To catalogue in detail the rest of NALGO's achievements during this momentous year would be wearisome, so long is the list. It would include the elaborate scheme, initiated but so far, happily, not required, to find alternative posts for officers driven from jobs and homes by invasion; the plans, now being worked out, to provide rest periods for officers who have endured severe bombing; the unceasing help given to victims of ill-health and adversity by the Benevolent and Orphan Fund, and the continued and increasing services of the ancillaries, all working with unimpaired efficiency from Croyde Bay. The Insurance Department, in particular, performed an unprecedented task last Spring, when arctic weather and a heavy sickness epidemic brought it the greatest flood of claims it had ever experienced. Members owe a great debt to its staffs, who worked through many weekends and up to midnight nightly to cope with the demands made on them.

Branches' Enthusiasm

As a chain is no stronger than its weakest link, so the strength of NALGO, is determined by the enthusiasm of its branches and the loyalty of its members. The branches have met the difficulties of war-time administration magnificently. Despite the withdrawal of large numbers of their officers and members on war service and the preoccupation of most of those remaining with civil defence; despite the unremitting pressure of official duties, branches everywhere have maintained their full efficiency. Membership has been maintained at a level none of us thought possible at the outbreak of war. Problems have been tackled and solved with a vigour that seems incredible when we consider the difficulties that have been encountered. Often, the work has been done by officers—many of them women—hitherto inexperienced in the Association's work. When I consider what they have done to keep it alive and flourishing, I am proud indeed to be President of an Association that numbers such men and women in its ranks.

So much for the past. What of the future?

Just as, nationally, we must prepare for increasing trials and be ready to shoulder yet heavier burdens before victory is attained, so in NALGO must we look forward to problems more difficult than any we have yet had to tackle. In the field of salaries and service conditions, in the development of Whitleyism, in our relations with local authorities, the Government departments, and, above all, in the growing pressure of civil defence duties upon local government staffs, we are certain to meet tasks calling for all that we possess of ability and enthusiasm. To meet them successfully we must carry on as we have begun, with steady application and determination, undiverted by specious appeals to take illusory short-cuts. There is no short cut, no Aladdin's lamp the mere rubbing of which will bring us all we ask. Given the enthusiasm and united loyalty of all its members, NALGO can achieve its objects.

In our preoccupation with day-to-day problems, we must not lose the longer vision. Already, the war has transformed local government as we knew it in August, 1939. Much adaptation has been required to enable the machine, created to meet peacetime needs, to answer the calls of totalitarian war, and it seems clear, as Dr. Robson suggested in his stimulating article in these pages last month, that more drastic reorganisation than any yet contemplated will be needed if we are to cope

TWO MEMBERS WIN GEORGE CROSS

IT is with especial pride that we record this month that two NALGO members have been awarded the George Cross, the new decoration for heroism ranking next only to the Victoria Cross.

The first—and the first civilian in the country to receive the award—is Mr. T. H. Alderson, a member of the Bridlington branch.

The award was made by the King in recognition of the great gallantry and devotion to duty shown by Mr. Alderson in rescue work at Bridlington on August 15, 20, and 23, frequently while enemy aircraft were still overhead.

On one occasion, Mr. Alderson tunneled under the wreckage of two semi-detached houses and rescued a woman—also a member of the Bridlington branch—who had been trapped in the debris.

On another occasion, he tunneled for a distance of fourteen feet beneath a heap of wreckage and, although severely bruised himself, rescued eleven people who had been trapped for more than 3½ hours.

Mr. Alderson who, since the war began, has devoted most of his time to perfecting Bridlington's rescue arrangements, was personally congratulated by Sir John Anderson, Lord Privy Seal, Lord Harlech, the Regional Commissioner, and the Bridlington A.R.P. committee.

More recently his name has again become prominent as the inventor of a new type of bunk for air raid shelters, made from scrap metal.

The second George Cross winner is Mr. Roy Harris, a member of the Croydon branch.

Mr. Harris, who is 38, is a combustion engineer and since the outbreak of war has been superintending bomb disposal in Croydon. On one occasion, early in the London "Blitz," when bomb disposal squads were scarce, Mr. Harris personally removed the fuse from a delayed action bomb and then took away the bomb.

Members of NALGO everywhere will, we are sure, join with us in extending to Mr. Alderson and Mr. Harris their heartiest congratulations on the enterprise and courage they have displayed, and on the high honour with which it has been recognised.

adequately with all the problems of war, and reconstruction after the war, which lie ahead. Officers may or may not agree with Dr. Robson's conclusions and recommendations. They cannot, however, deny the need for far-reaching changes.

Whatever the future before us, whatever trials and dangers lie ahead, I am confident that the local government Service and NALGO will surmount them. In that confidence, I extend to every member, on behalf of my colleagues on the National Executive Council, my most cordial wishes for 1941. It may not be a happy year for many in the conventional sense of that word. But it will be a year offering scope for all that we have of the spirit of service to our fellows—and therein lies the greatest happiness.

EDWARD J. STEAD.

REST FOR "BOMB-WEARY" OFFICERS

Nalگو's Scheme Launched

NALGO's scheme, organised in collaboration with the Society of Town Clerks at the request of the London Regional Commissioners, for providing brief rest periods in "safe" areas for bomb-weary London civil defence workers, and for the loan of provincial officers to London authorities, is now well launched.

The first letter giving details of the scheme went out to local authorities all over the country on December 2. Within three weeks, a large number of offers of hospitality—some of them displaying extraordinary and truly heartening generosity—had been received from nearly forty areas, ranging from Scotland to the Scillies, and from Bridlington to Bournemouth. Branch secretaries are co-operating heartily in this work, and there is no doubt that the officers who accept the offers of hospitality will receive a warm welcome, both from their hosts and from their local government colleagues in the areas to which they go.

The greatest difficulty facing the scheme, indeed, is to find London officers willing to leave the Metropolis. Much as they need a break from the strain of nightly alerts, and ready as their chief officers often are to free them for a short period, when relief can be obtained, they are keen to "stick it out." Prospective hosts must understand this attitude and not be disappointed if their hospitality is not immediately accepted.

As was to be expected, the parallel scheme for obtaining for over-burdened London authorities the loan of experienced officers from less severely affected provincial areas is working more slowly. Eager as they may be to help, the provincial authorities have their own problems, of which shortage of staff is today a major one. Nevertheless, several have promised to do what they can. The need is urgent, and the scheme has great possibilities for good. It will materially relieve the hard-pressed London staffs; still more, it will provide invaluable experience for the men and women from the provinces—experience from which the authorities lending them will benefit as much as they will themselves.

A Noble Gesture

ONE of the most cheering letters received at Headquarters recently was this one from the secretary of the Norfolk County branch:

"I am directed to inform you that at the annual general meeting of the Norfolk branch it was moved, duly seconded, and carried unanimously that the sum of £50 from branch funds be paid to the B. & O. Fund, and have pleasure in enclosing a cheque for this amount herewith.

"The branch feel that in these difficult times, when the normal income of the B. & O. Fund is seriously curtailed, it is incumbent upon every branch to make some effort to make good the deficiency arising from the cancellation of social functions which in normal times materially help the fund.

"Finally, I am directed to suggest that the example of the Norfolk branch might well be followed by others whose balance sheets are in a healthy financial position."

Comment on this generous gesture would be superfluous. We can only echo the excellent suggestion made in the last paragraph, and hazard a guess that if it were generally followed by branches, the present serious anxieties of those who administer the Benevolent and Orphan Fund, and the still more serious anxieties of those who are compelled to seek its aid, would speedily be removed.

MINISTERS PRAISE OFFICERS' WAR WORK

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Once again, we are proud to publish New Year messages to our readers from the two Cabinet Ministers who have the most intimate knowledge of their work and war-time achievements.

"No Breakdown Despite Severest Test in Service's History"

From the Rt. Hon. MALCOLM MACDONALD, P.C., M.P.,
Minister of Health

SOME three months ago local government in this country began to be subjected to the most severe testing time in its history. Under Blitzkrieg conditions, on top of the many extra duties placed upon it in the last year of peace and the first of war, the machinery of local government had to tackle such urgent and vital problems as the relief of the homeless and the transfer of families from the heavily bombed areas. If under this tremendous strain the machine had broken down, the result might have been fatal to the country's war effort. There was no breakdown. Local authorities carried on, and are still carrying on, stubbornly and efficiently. For this we owe a debt of gratitude to local government officers of all grades, which I am proud to have the opportunity to acknowledge. A Happier New Year to them all!



Malcolm MacDonald

"Needs of Civil Defence met with Readiness, Energy and, Skill"

From the Rt. Hon. HERBERT MORRISON, P.C., M.P.,
Minister of Home Security

DURING the past year, the local government Service has had a tough task. I know, because during the first part of the year I was associated with the largest local authority in the country, and during part of the year I have been the Minister of Home Security. In the early months, local authorities were ceaselessly striving to prepare the Civil Defence Services to perform tasks for which none of us had any experience to guide us but whose difficulties, as things have shown, none of us over-estimated.

In the later months the Civil Defence Services have been in action and have had to meet the test of heavy and prolonged attack. They have stood the test and their efficiency and their courage have already received the tribute they deserve.

I am glad to have this opportunity of paying special tribute to the devoted service of local government officers to whom the efficiency of those Services is so largely due, and I am confident, too, that whatever demands the needs of Civil Defence may make upon local government officers during the coming year, they will meet them with the same readiness, energy, and skill that they have shown in the past.



Herbert Morrison

Regional Commissioners Join in Tributes to Service

Since they first addressed, through these columns, New Year greetings to local government officers a year ago, the Regional Commissioners have seen how the Service can tackle the tremendous new problems of intensive air attack on the civil population. The messages we print below demonstrate the high opinion they have formed of its skill, courage, adaptability, and efficiency.

Fortitude, Courage, and Indomitable Will

From Capt. the Rt. Hon. D. EUAN WALLACE, P.C., M.P., SIR ERNEST GOWERS, K.C.B., K.B.E., and Adml. SIR EDWARD EVANS, K.C.B., C.B., D.S.O., Commissioners for the London Region.

NO one in the London civil defence region appreciates the services of local government officials more deeply than the London Regional Commissioners.

We are indebted to town clerks, medical officers of health, borough engineers, electrical engineers, borough surveyors, valuers, clerks, typists, telephone operators, messengers, cleaning staff, and all those quiet, un-advertised folk who give such splendid service to the community.

We have watched you building up the framework of that part of civil defence with which you are concerned; and now our admiration has been increased by the way in which you have all carried on, not only during those fateful days in the late summer which have now come to be called "The Battle of London," but under the unceasing strain of intermittent raiding ever since.

Now the battle has raged in other great cities, in towns, villages, and hamlets. Throughout the country, local government officers and local government staffs have met Hitler's air offensive with fortitude, courage, and an indomitable will to carry on.

To local government staffs in the London Region we want to say, "Thank you—a thousand times, thank you!"

EUAN WALLACE.
ERNEST GOWERS.
EDWARD EVANS.

Unfailing Patience and Kindness

From MR. HENRY WILLINK, K.C., M.P., Special Commissioner for the Homeless in the London Region.

I AM very glad to have this opportunity of sending a message to local government officers. Their response to the continual calls made upon them has been magnificent. In my own particular sphere I have found that persons who have had the misfortune to lose their homes through enemy action have been treated with unfailing patience and kindness.

I am proud to be associated with this Service and look forward with confidence to the time when the work shall reap its certain reward.

Henry Willink

Played their Part with Skill and Loyalty

From SIR ARTHUR LAMBERT, M.C., Commissioner for the Northern Region.

AN eventful year has passed since my last message appeared in your journal and I can, without hesitation, affirm that the high tribute which I then paid to the officers of local authorities throughout the Northern Region has been abundantly justified.

The time of preparation and promise has changed to one of achievement, and all Regions, in a greater or less degree, have had their testing periods during which the local government officials have played their part with skill



GOOD LUCK, BRITAIN

and loyalty. In addition to an enduring patience, a flexible mind is an essential adjunct to these officers in meeting the constantly changing situation and the never ceasing stream of Government circulars; these attributes constantly impress me during our friendly co-operation and I feel that the nation is fortunate in the maintenance of so high a standard of efficiency in the municipal service.

C. H. Lambert

Devotion and Selfless Patriotism

From the Rt. Hon. LORD HARLECH, P.C., G.C.M.G., Commissioner for the North-Eastern Region.

I AM very glad of another opportunity of paying my tribute to the splendid and patriotic work of local government officers during another year. The war generally, and the Battle of Britain, have thrown ever increasing burdens and responsibilities on the staffs of local authorities great and small. They have responded to the call with real devotion and selfless patriotism.

When peace and victory come I should like to see more interchange between the very able staffs of local authorities and the personnel in Government offices in Whitehall, just as when Secretary of State for the Colonies I saw the advantage both to Downing Street and the Crown Colonies of the new system of interchange between home civil servants and the colonial administrative service overseas.

I believe, too, that in peace we shall need to

continue regional officers and regional organization for planning and carrying out the vast problems of rehabilitation and reconstruction. In these tasks the co-ordinating functions of regional commissioner and of the regional representatives of the various Whitehall ministries can only be carried out by personal contact with and mutual confidence between them and local government officials.

The latter have a big part to play in our national life, and as Regional Commissioners in Yorkshire, it has been a real pleasure to me to meet so many able and far-seeing local government officers with whom co-operation and friendly relations have been so easy.

Harlech

Helpful and Efficient Co-operation

From the Rt. Hon. LORD TRENT, Commissioner for the North Midland Region.

DURING the fifteen months since the outbreak of war, I have received willing helpful, and efficient co-operation from the local government officers in the N. Midland Region. Many of them, I know, have been working under most difficult conditions caused by shortage of staff, pressure of work, an enemy action, and their devotion to duty—that is to the service of their fellow citizens has been clearly demonstrated everywhere in the Region, and will, I am certain, continue to be so demonstrated.

I take this opportunity of thanking them most cordially and send them good wishes from myself and my colleagues at North Midland Regional Headquarters.

Trent

Cheerful Response to Unusual Tasks

From SIR WILL SPENS, C.B.E., Commissioner for the Eastern Region.

ONCE again I am glad to avail myself of the privilege of speaking to local government officers in the Eastern Region through the medium of LOCAL GOVERNMENT SERVICE, a first of all I wish to express my deep appreciation and sincere admiration of the manner in which they have borne their burdens during the past year.

It has been a year of difficulties, a year when the unexpected has happened with unfailing regularity, and a year in which very heavy tasks have been imposed upon all of us. I give anything approaching a full account of the activities of local authorities in the Eastern Region throughout the past twelve months would require far more space than my journal can place at my disposal. To give credit to those to whom it is due would need an album rather than mine. But with the coming of the New Year I want you all to know how much I value the co-operation and assistance that invariably receive from the officers of the local authorities.

The duties of the local government Service are many and varied. There are many of you who have been in that Service for a very long

time and who knew a local government very different from what it is to-day and what it is likely to be in the future. You have done things that you never dreamed you would be called upon to do; you have undertaken tasks that you never contemplated would be imposed upon you. You have done all these things cheerfully and loyally, responding to the calls that have been made upon you.

Apart from the heavy work engendered by the war effort, your staffs have been depleted by the loss of those who have gone to serve their country in other spheres, but you are carrying on. I am in a position to observe the work of your many departments, your public health services, your surveyors' services, to say nothing of the administrative departments of your town and county clerks. Some of you who are working in the evacuated coastal towns have had an anxious time, in many cases parted from your families, and to those I extend my sympathy, coupled with the hope that it will not be long before you can resume your home life once again.

We do not know what 1941 holds for us. We may be sure, however, that it will not be easier than 1940. But I am confident that you will face your forthcoming tasks, your difficulties and your troubles with that loyalty and fortitude that you have shown in the past, remembering always that you are members of a service which is creating traditions even higher than those that it has built up in the past.

Spirit That Will Overcome All Difficulties

From GEN. SIR HUGH ELLES, K.C.B., K.C.M.G., K.C.V.O., D.S.O., Commissioner for the South-Western Region.

DURING the past twelve months the problems of civil defence have given local authorities a great deal of extra work. Since my last message, a year ago, the local government Service has lost a number of valuable officers to the Services and during recent months an immense extra burden has been placed upon local government officials in the South-Western Region by problems arising from the reception of evacuees.

It is well known that local government officers have faced up to these tasks with resolution and humanity, and although there are many difficult months ahead, I am confident that they will continue to meet them in a spirit that will overcome all difficulties.

Confidence, Resourcefulness and High Courage

From the Rt. Hon. the EARL OF DUDLEY, M.C., Commissioner for the Midland Region.

WE have just gone through the most strenuous and dangerous year in the whole of our history. The strain and danger have been faced in varying degrees by all of us, but among those who have shared the principal burden are the local government officers.

During the early months of the year it was their duty to work out and to perfect the practical details of the innumerable plans which make up the network of civil defence. This labour was carried out under the delayed but ever present threat of violent air attack, and with the knowledge that the success of those plans was a vital necessity for the nation.

During the summer months, the possibilities of invasion brought a nightmare of new problems for local government. Though the principal reason for the enemy's deferment of his invasion plans was the valour of our active defence forces, it is equally certain that the steadfast reaction of the men and women in local government throughout the country played its part in that psychological victory.

Finally, in the autumn and winter, severe

raiding subjected the whole of the civil defence preparations to the ultimate test. My Region has suffered heavily. Yet in my travels everywhere I have seen three things which have encouraged me enormously—strong confidence in the proved success of the year's preparations, vigorous resourcefulness in making the changes rendered necessary by experience, and high courage in facing the immense task of reconstruction in the hour of travail.

I should be grateful if, at this New Year, you would allow me to express through you to all local government officers in my Region, my intense admiration of their bearing and their work during 1940. They have shown, beyond all doubt, that however grim the moment may be, the spirit of confidence which rises in our minds at this season will be fully justified in the year that is to follow.

New Burdens Shouldered With Efficiency

From Mr. HAROLD BUTLER, C.B., Commissioner for the Southern Region.

ONCE again I should like to send my good wishes to the officers of local authorities in the Southern Region for the New Year. The past twelve months have placed a number of new burdens upon local authorities, which they and their staffs have shouldered with great cheerfulness and efficiency.

I have been full of admiration for the way in which they have succeeded in dealing with every problem as it arose, whether it was the restoration of the public services, the reconditioning of houses and the clearance of debris after heavy air attack, or whether it was dealing with refugees arriving unannounced in considerable numbers, or still more evacuees arriving in places that were already filled to overflowing.

As far as my experience goes, there has never been a serious complaint or serious failure to deal with the situation, which speaks very highly for our system of local government, and for the officials in its employment. I wish them every good fortune and success in the difficult year ahead.

Onerous Duties Met With Ability

From COL. G. T. BRUCE, C.B., C.M.G., D.S.O., and Mr. R. RICHARDS, M.P., Joint Commissioners for the Wales Region.

SINCE taking up office as joint Regional Commissioners for civil defence in the Wales Region, in the nature of things we have been brought into close contact with a large number of officials attached to local government throughout the Region.

It seems almost a platitude to say that we have found them prepared uniformly to co-operate effectively in civil defence activities, and ready at all times to meet cheerfully and with ability the onerous duties falling to their share.

The assistance afforded so consistently, during a period of stress, has been appreciated by us to the full, and we remain confident that whatever calls may be made on the Region in days to come, we can rely on wholehearted support from our colleagues in local government work.

Fine Response to Great Responsibilities

From SIR HARRY HAIG, K.C.S.I., C.I.E., Commissioner for the North-Western Region.

THE conditions of the last six months have thrown great burdens and responsibilities on the local government officers throughout this Region. They have been called upon to give effect to national policies vitally affecting the welfare of the people, and often raising difficult and complicated local issues in their execution. The local government services have made a fine response to these demands, and have given ungrudgingly their time, their thought, their energy. They have served the country well.

Steel Frame of Service Has Stood Every Test

From the Rt. Hon. THOMAS JOHNSTON, M.P., Commissioner for the Scotland Region.

UNDER the strain of a multitude of varied and complex wartime burdens, and the harassments and responsibilities in which the defence of the civilian population against air bombing has necessarily involved the local authorities, the steel frame of the local government Service in Scotland has stood every test.

I am indeed proud to have been associated with the able men and women who comprise that Service, and I am certain that in the critical and anxious days that lie before us the confidence placed in them by every section of our citizens will be amply justified.

Necessary Part of Front Line of Defence

From the Rt. Hon. SIR AUCKLAND GEDDES, G.C.M.G., K.C.B., T.D., M.D., Commissioner for the South-Eastern Region.

AT this time last year I expressed my appreciation of the great efficiency and devotion displayed by local government officers in the South-Eastern Region in carrying out the many new duties which the war had imposed upon them.

That was a time of anticipation, of organisation and of preparation for trials yet to come. The task of local government officers then was in some respects perhaps rather a thankless one. Not so to-day. For since that time local government officers in this Region have proved themselves to be a necessary part of the front line of defence in this country, facing not infrequently but with equal courage similar dangers to those encountered by the armed forces. As I knew they would, they have risen to the occasion, and that this country has withstood the attacks made upon it is in no small measure due to their tireless devotion.

Even greater trials lie ahead; fire fighting, rescue and casualty services, organisations for dealing with those rendered homeless by enemy action or evacuated, the general machinery of local government, will no doubt be further burdened. But from what I have seen of their achievements in the past I know that they will not be overwhelmed. Whatever the further trials may be, I am confident that local government officers, sensible of the responsibilities which they bear, will discharge their duties not only with resource and with energy, but with success, and I am glad to have the opportunity of sending them a message of goodwill and of good cheer in their work.

LOCAL GOVERNMENT RECONSTRUCTION

EVERYONE who took stock of local government before the war was impressed by the range and variety it had assumed. To the local authorities' original responsibilities for public health, highways, education, poor law, police, and local amenities of a varied character, and to the responsibilities which the urban authorities had undertaken in the public utility field—gas, water, electricity, and transport—Parliament had for a generation past been adding the executive responsibility for one new social service after another; and continued to do so throughout the last years of uneasy peace in which it also called upon the local authorities to carry out vast plans for civil defence. The war has put a stop to enterprise of the kind which sprang from local initiative; but surprisingly few of the pre-war activities of local authorities have ceased. To-day, the authorities must continue to run practically all their pre-war services—under infinitely more difficult conditions—and at the same time discharge a vast range of war duties, such as A.R.P., post-raid assistance, food production, and evacuation. Many of their officers also render service to government departments direct, on war measures such as food control and national registration. The work of the local authorities and their officers is to-day truly colossal.

Ill-Adapted Structure

Events on the civil front have brought their performance under the close scrutiny of press and public. Little dissatisfaction has been expressed. Independent investigation—such as that into post-raid effort in London, of which we published the results two months ago—has more often brought the highest praise; and a recognition that what may have appeared to be the shortcomings of local authorities have more often been those of the plans they have been directed to apply—in the preparation of which they have, for the most part, had little say. It has also been recognised that what the local authorities have been asked to do has been too much, in the absence of adequate measures to keep or make available the necessary resources in staff or supplies. With all this, however, there has been a growing feeling that the structure of local government is ill-adapted to many of its war-time tasks. It is not so much the internal mechanism of local authorities that has attracted notice, as the division of responsibilities among them, and "the area problem."

Urgent National Problem

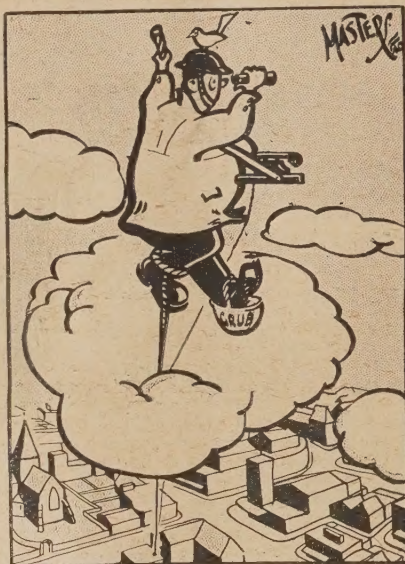
The problem to which a wider public is now awakening is one of which local government officers have long been conscious, and which they (and we) have often analysed and discussed. They knew it, before the war, to be a serious impediment to creative tasks. As they watched the piling up of war-time responsibilities, they knew that it must soon assume the character of an urgent national problem. We feel that Mr. Herbert Morrison and Mr. Macdonald must have become impressed with this sense of the situation; realising as they must do how much of the civil front rests upon local government.

The article by Dr. Robson which we published last month powerfully reinforces this estimate of the situation. He believes, as we do, that the right course is to use local government for the tasks which have in fact been allotted to it; feels that any supersession of local government carries an incalculable threat to the future of local self-government in this country and to the cause of democracy; and pleads for "a local government solution" in the shape of a reconstituted structure.

Before discussing Dr. Robson's proposals, and the question of how far the great changes they would involve can be carried out in war conditions, it is not irrelevant to form some

impression of the manner in which local government has so far been used for war-time functions.

As agents of central authority, the regional defence commissioners have had to occupy themselves very much indeed with questions of local government machinery, and the improvisation of measures to aid and concert their activities; and in the London area special



The "spotter" who learned the Indian Rope Trick

commissioners have been appointed for the latter purpose. Dr. Robson is critical of the choice of personnel, saying that "hardly anyone in a responsible position has had relevant experience of either London or municipal affairs," and that "the principle adopted seems to have been to introduce the fresh vision and judicial impartiality of complete ignorance of the subject." We will not ourselves go so far in criticism as this. We do, however, think that the commission's staffs should invariably have included some who know the local government machine, and how it can best be adapted to its novel tasks. We recollect that, in the early phases of A.R.P. preparation, we passed the comment that a good committee clerk from a busy town clerk's office would have been more useful than the type of staff the Home Office was at that time sending out to the newly-constituted regions; and later we said that if ever there was a task calling for the secondment of local government officers, it was A.R.P.—a line of thought which Mr. Herbert Morrison subsequently showed to be not far removed from his own. Even now, there are still too many instances in which circulars emanate from regional officers calling upon the "local authority" to do this, that, or the other, without making it clear which authority is meant.

In discussing the direction the commissioners may assume over the local government machine, Dr. Robson lays stress on the danger of this situation to local government. He does, however, clearly recognize that this policy is in itself no substitute for reorganisation at the local government level: "Defects of mal-organization cannot be remedied by superimposing a central commissioner on top of the patchwork quilt of areas and authorities."

It is not merely centralized direction which is needed, but unified administration. We agree. The fullest powers of command over the machine cannot eliminate its inherent

incapabilities. It has been too much our habit to try to remedy badly articulated constitutional mechanism at the eleventh hour by superimposing bodies or persons whose function is to "co-ordinate." They cannot create unity at the executive level; and by the time co-ordinating agencies have been co-ordinated (e.g. boroughs and districts by counties, and all of them now by commissioners and by central departments, possibly at second or third hand), we achieve the sort of structure which the perceptive writer of a recent letter to "The Times" (re state machinery) has wittily described as "an administrative pagoda."

Confusion of Functions

Again, it is open to doubt whether the best use has been made of the existing machine in the assignment of functions to various types of authority. Take, for example, A.R.P. Two years passed after the issue of the first outline of preparations, in 1935, without any clear allocation of responsibilities. Many boroughs and districts had gone ahead when the Act of 1937 called for a re-casting of plans on the basis that in the county areas the county council would become the scheme-making authority. The Act computed all the difficulties of county area machinery into a task where dispatch in preparation and unified administration and operation of services were imperative. True, there was a proviso that non-county borough authorities could be made scheme-making authorities with the approval of the Home Office; but the Home Office allowed surprisingly few even of the largest non-county boroughs and urban districts to prepare and operate their own schemes.

The difficulties which arose in the assignment of responsibilities, financial and executive, between the county councils and the districts persisted to a late stage, and have been overcome only by the ready co-operation of county and district officers, contending against the most difficult conditions of organisation.

The different principles of organisation chosen for emergency fire schemes go to prove that the advantages of local executive responsibility need not preclude the building up of regional arrangements. As we said in a recent issue, it is in this sphere that regional arrangements have been most quickly, most easily, and most thoroughly formulated and operated.

Divided Responsibility

Difficulties caused by division of responsibility have not yet disappeared. Post-raid services are divided between counties and the minor authorities in a way which must create difficulty in non-county boroughs unless there is some concerted action locally. In the county boroughs, where there is unified responsibility over all the services, post-raid problems can be grappled more easily. We think that the regional commissioners will not have failed to observe the needs of the situation in the large urban areas which are not county boroughs, and will be improvising some arrangement which, though it may not abrogate the responsibilities of county and borough respectively, will nevertheless ensure concerted exercise of responsibilities by both, on the spot.

Passing now to Dr. Robson's proposals, we believe that his insistence on the need for local government regionalism will find wide approval in the Service. We doubt whether there would be general agreement on the list of services he considers suited to direct regional administration, even as an ultimate aim. Transitionally, and perhaps even permanently, some of those in his list might be better administered by one or other of the "secondary authorities" as agents for the region—and we think it preferable that one such authority should undertake such agency functions outside its area if necessary, rather than that area

(Continued at foot of next page)

LET US LEARN FROM OUR FAILURES

By J. M. SAUNDERS

AFTER a year of war and three days of blit, six hundred people were brought out of East London to the district in which I was staying. The buses stopped outside local schools late on the Tuesday night. There had been no advance information of their arrival. There was no food for them, no blankets, no hot drinks. The schools had no blackout. The people were packed indiscriminately over the floor in utter darkness.

In wretched conditions, they existed in the schools for three long weeks without knowing where they were to go eventually. No official arrangements for cooking or supervision ever came into effect (assuming they had ever been made). Life was made endurable for these brave, unfortunate souls by the prompt and continued efforts of the Salvation Army and the Friends' Ambulance Unit.

The local authority in whose district they had been dumped—sleepily content in its immunity from raid damage or dislocation—might well have been in another world. There can seldom have been a more dramatic and spectacular failure to master a problem. And, unless close attention is given to some important lessons of that failure, we shall see it again. The responsibility lies between central and local authorities.

For a long time, the machine of local government had been growing rapidly in size without much attention being paid to the efficiency of its internal working. It had, too, become more intricately connected with the machine of central government. The first result of major strain in this case was a breakdown.

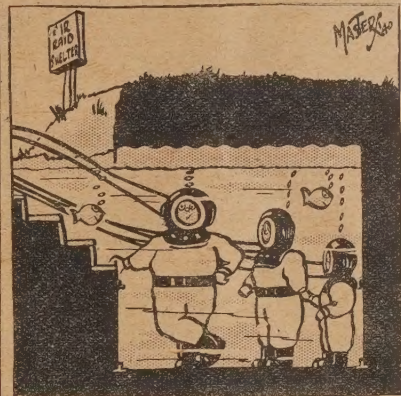
Lord Horder has said that his committee could "not help being struck by the lack of co-ordination between different departments of the local authorities." To most students of local government it had been clear enough that infinitely greater degrees of co-ordination, and of fluidity of conception and organisation, would be vitally necessary even in peace time. How much more is that necessary to-day!

I admit that "co-ordination" was becoming well-worn vocally, but in practice it hadn't even begun to struggle out of the maker's wrappings. Each department was a separate department—and well you would know it. The steadily multiplying numbers of central authorities issuing instructions, advice, and

information after the beginning of war completed the picture—and the chaos.

Part of the same trouble was the lack of fluidity of conception and organisation.

Authorities of all kinds stood too much upon dignity and precept, and avoided the earnest spirit of inquiry into duties and functions. Bigger authorities were unwieldy, and inevitably relapsed into the "armchair control"



type of organisation, more and more cramped by the straight jacket of procedure. No authority, or combination of authorities, was in a position to attack successfully the major problem of evacuation or care of the homeless. None did.

"The Times," discussing the problems of billeting and shelters on November 26, said: "In both cases there appear to be divided responsibilities and an overloading of local authorities possessed of varying efficiency and faced by varying difficulties. The peace-time system of administrative responsibility at the centre and executive responsibility, locally cannot work so smoothly in war."

Nevertheless, responsible officials learned valuable practical lessons in East London; and they applied them rapidly in unfortunate Coventry. Further, valuable experiments are now being made in forms of government which may have far-reaching effects in the future.

If East London taught us anything, it was

that new conditions demanded new ideas and forms of organisation. Such men as Charlie Key and Father Grosler led the way ahead of floundering official bodies.

So, in Coventry, an emergency committee sprang into being, composed of elected and official representatives of the City, and representatives of the Ministries of Health, Food, Labour, Transport, and War. Meeting daily, it was an efficient integration of central and local government brought about by a problem beyond the capacity of any council. (Yet, in spite of these lessons, one hears of places in which the first few homeless precipitated a last-minute scramble to find out who was responsible for them.)

The idea of an "incident" officer for the uninjured homeless was thrown into strong prominence after East London, and Brighton's idea of an "incident" office deserves more notice.

Regional organisation was under discussion in the days of peace. An active Midland Regional organisation set to work on the night of November 14, while bombs were still falling on Coventry. Regional welfare boards for health problems have been suggested by so well informed an observer as Ritchie Calder. (Why, incidentally, is not more use made of the unique experience and knowledge of men such as Calder?)

Properly to appreciate this new work, there must be interchange of staffs—not merely as an emergency rest measure, but as a positive training in new methods.

To achieve the mental state of preparedness for new ideas is worth striving for, and this is one way of attaining that end. It would be, and was, fatal to approach current problems from behind the old mental blinkers; and if that realisation can persist after the war, democracy will gain one more sound asset.

Another factor which might more often characterise the treatment of such a problem as that of the homeless and evacuated is greater inspiration in handling its human side. It would not be widely disputed, I fancy, that before the war the man in the street was too often regarded as an object to be moved, or as the subject of some other official action. His human reactions were rarely considered. Billeting finally exposed the inadequacy of this attitude.

For clear reasons, evacuees are mainly from poor or lower middle-class families, and it is difficult to find places for all of them in homes of similar standards and ways. The result of unsuitable billeting is generally trouble on both sides. More attention must be paid to the finer points of billeting, to obviate this mutual strain.

Enterprising officers might consider this: there is remarkably strong family, section, and street loyalty amongst poor people, and corresponding distress at the rupture of these ties so often entailed by billeting. Mrs. Smith can't be mistress of the kitchen as she always was, nor drop across to help Mrs. Jones with her fourteenth as she used to! Why not make more use of the communal living idea, using big houses and blocks of flats where available? Here lies the nearest and best approach to the conditions families once knew. It can go a stage farther to an education in self-government and mutual responsibility. We shall need it in the future.

Pre-war local government had been growing tremendously in scope, with few attempts made to have the overloaded machinery adapted to a job totally different from that for which it was designed. Here is the opportunity—if we are wide awake enough—to experiment with new and more efficient forms. We must try. A great deal of the better democracy which must be made to come after the relapse of war depends on success in those attempts.

LOCAL GOVERNMENT RECONSTRUCTION

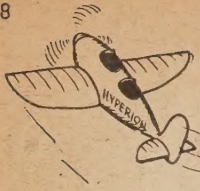
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larger than the secondary authority should be catered for by joint committees or *ad hoc* authorities. Some degree of local executive agency would implement that principle of associated services which seems to us so important. Whatever the arrangements for direct administration, the region should have large planning functions to which even important secondary units should conform.

Unlike many superficial critics, who think that the whole problem of local government can be solved by operating certain services in enlarged units, Dr. Robson appears to recognise that economy and efficiency can depend as much upon an association of services as upon a larger area for each service. From this point of view, the county borough system has obvious virtues which, we feel, should not be sacrificed in the approach to regionalism. Dr. Robson stresses, as we have done, the need to build up the functions of the large urban aggregates which may not now be county boroughs.

Dr. Robson seems prepared to see the county council disappear. Could it not take its place as one of Dr. Robson's second-line authorities, catering for the areas outside the substantial towns? The scope of local government after the war would still leave it with more and not less than it has to do to-day.

We think it is impossible to implement Dr. Robson's proposals fully in war-time. The erection of new bodies, the reassignment of responsibilities, the transfer of services and resources, and the accompanying legal and financial adjustments could only stultify war effort, not help it. The endeavour should be to settle the principles of re-organisation, to assign new tasks on these principles, and in any war-time improvisation to bend the existing arrangements into the new pattern. It should be possible now to provide the nucleus for a new regional unit by assembling around regional government officers a consultative organ representative of local authorities, and possibly an advisory panel of local government officers. Regionalism in local government must be associated with regional decentralisation of State administration; and the Government's regional defence organisation surely holds out the opportunity to establish regionalism in local government now, in embryo, even though for the time being it cannot be on a fully representative basis. We hope that the two Ministries most concerned with the war-time effort of local government will also recognise the need for some central consultative organ which can be studying local government organisation with a view to settling the principles on which war-time adaptation and eventual reconstruction must proceed.



AT RANDOM



Plain Words to Youth

"I want to see younger blood both in the House and the Labour Party. The time will come when some of us older people will have to hand over the reins, and I want youth to be always knocking at the door so that when that time comes there is an efficient second string ready to step into our shoes."

—Report of Speech.

Couldn't the Ship of State have been dragged in by the heels somewhere?

Miao

Guest to hostess, after an evening of bridge: "Thanks for the hostility."

Sakisms

I heard a good story of some police officer to whom one of the petty Burman princelings wrote an official letter, styling himself as usual "Lord of a 100 elephants," etc., etc. The police officer in reply called himself "Lord of



1 pony, a half-bred terrier, 3 puppies, 13 fowls, and 1 duck." The princeling kicked up no end of a row.

The duck was a bird of great parts and as tender as a good man's conscience when confronted with the sins of others. Truly a comfortable bird.

—H. H. Munro ("Saki.")

Well, Well!

Sect. 13 (1) (b) of the Finance Act, 1940, provides that "'short lease' means a lease which is not a long lease." Perhaps we shall have another statute with a definition of a long lease that "'long lease' means a lease which is not a short lease."

—Law Notes.

Secret Weapon?

A member of a London bomb-disposal squad, lowered carefully into the crater of an unexploded bomb, sat calmly on the bomb and began removing its fuse. Suddenly he yelled:

"Get me out of here. Pull me up!" His colleagues hauled him up in record time and ran for shelter. The man, however, remained at the edge of the crater, pointing down and shouting: "Crikey—the biggest rat I've ever seen!"

Weather Note

Beatrice Lillie, in London: "Tomorrow is a lovely day if it doesn't raid."

The Women are Wonderful

From "Personals" in the "Chicago Tribune":

Gladys:—If conscription passes, you lose me for a year. Protest to your senator now.—Fred.

Same column, next day:

Fred:—Are you man or mouse? A country worth living in is worth fighting for. Don't be a pantywaist.—Gladys.

Wartime Cookery Hints

MILK.—Boil a pint of milk. Mop it up. Boil another.

HAM AND TONGUE.—Take a fresh young ham, peel and truss it, and tear out the tongue. Examine the tongue carefully. If it is coated,

By "Hyperion" Drawings by J. Carver

scrape it. Place on one side. Cut the ham into neat joints. Put them in the saucepan with a little water and allow to cook till tender. If a hole appears in the bottom of the pan, it may be necessary to add more water. Meanwhile, the tongue should have been roasted rapidly in a warm oven. Serve together.

HAKE.—There are three kinds of hake—boiled hake, fried hake, and stomach hake.

FARINACEOUS FOODS.—Farinaceous foods are far and away the most sustaining, being full of starch. See shirts—boiled.

—From "Take Forty Eggs,"

by Basil Collier and Helen Kapp.

Shelter Reading

A friend of mine has invented a new night game; he is assembling in his shelter a library of books with appropriate titles.

So far, his shelter-shelf contains these:—*The House of Exile, They Seek a Country, Return I Dare Not, Away From It All, From Bed to Worse, While Rome Burns, Surprise Item, Heaven My Destination, To-night at 8.30.*

—William Hickey in "The Daily Express."

Letters from my Son (aged 10).

Avez vous entendu beaucoup de bombes?

Do you know combien de lives (if any) have been lost through careless talk?

Know Not Thyself Too Well

I doubt whether it is good for the ordinary man to know much of the details of how his body works. The man who has learned to think of his heart as a pump, with valves that get out of order, is on the way toward having a weak one. Better let him think of it as the seat of love and generosity and it will beat away happily till it stops.

Let him think of his stomach as where he puts his dinner, not as a fierce chemical furnace where acids are tearing up tissues and sending



up exhaust gases. Let him think of his blood as part of his lineage, not as the battleground of a myriad of good and evil corpuscles, some on his side, some dead against him, and his bowels as the bowels of compassion, as gentle as the New Testament. Any man who has realized that he has in him about 25 feet of colon and semi-colon—a sort of string of sausages—can never think the same of himself again.

—Stephen Leacock in "Too Much College."

Modern Hazards

Notices posted recently at golf clubs near London:

"Emergency Rule.—Players may pick out of any bomb crater, dropping ball not nearer hole without penalty. Ground littered with debris may be treated as ground under repair."

"Will members please pick up any shrapnel on the course? It might damage the mowing machine."

Brevity

The fledgling reporter had been reprimanded for his overlong reports and told to be brief. His next story was turned in as follows:

"A shocking incident occurred last night. Sir Reggy Blank, a guest at Lady Briny's ball, complained of feeling ill, took his hat, his coat, his departure, no notice of his friends a taxi, a pistol from his pocket, and, finally his life. Nice chap. Regrets and all that."

"Give a Little Whistle"

Two air raid wardens, hearing what they took to be an enemy plane overhead, decided to take cover in the doorway of the house of one of them. Just as they got near they heard what they took to be a whistling bomb, an immediately dived for shelter awaiting the explosion. Nothing happened and they carried



on with their duties, a little shaken. No morning they discovered the source of the whistle—a whistling kettle which a neighbor was using to make tea for his family in the shelter.

London Life

Lady describing air raid experience: had just got into my bath when a bomb on the back of the block of flats next door, never felt so naked in all my life."

Old Songs With New Meanings.

The Warden and the Unexploded Bomb: I took one look at you That's all I had to do

... And then my heart stood still.

Refugee

Rastus, after being reprimanded by the ju for deserting his wife:

"Jedge, ef yo' knowed dat woman like does, yo' wouldn't call me no deserter. I a refugee!"

Pride

A lady had just had built for herself a most elaborate shelter and was showing a friend over it. She concluded, gushingly: "You must come and see my beautiful Elsan."

Mot Juste

"Wouldn't it be lovely to be naked with cheque book?"

—Woman Character in the "Call It A Day"

EAT DRINK AND



By "JACKASS"

HUMANITY is prone to excess, striving always to develop and intensify its acts and emotions, especially the unpleasant ones. Time was, for instance, when war was a business of armed forays by small paid bands, whose employers enjoyed the thrills of combat vicariously and smiled bravely when the bill for their entertainment raised income tax to the unprecedented level of one-and-sixpence in the pound. Such a system had much to commend it, but humanity was not satisfied. It craved bigger and still bigger wars, and naturally it got them. I hope it likes them!

So with emotional experiences, what exists must be intensified. When a person or nation is passing through a period of stress and suffering, nothing is so open to criticism as an attempt to introduce a cheerful note. Tradition and a mistaken sense of propriety decree that where sorrow strikes a decent gloom should follow.

What is true of individuals is equally true of nations, which—how easily one forgets—are only masses of people. Should a major calamity befall, or an upheaval such as the transition from peace to war bring its inevitable sense of depression, no real effort is made to offset it. On the contrary, dances and entertainments are cancelled, dinners and fêtes abandoned, and social activity generally so curtailed that people are left with little to do but sit at home and brood.

Our branch executive committee at Much Cowslip has many notable qualities, including the rare gift of seeing the obvious. Thus it is that, while others blindly follow a bad precedent, Much Cowslip so often stems and eventually turns the tide. Small wonder, then, that while other branches struck blow on blow at the morale of their members by reducing sports activities and entertainments, we not only maintained but multiplied our efforts to provide cheerful afternoons and evenings for ourselves and others. It seemed to us so obvious that if people felt less cheerful they needed cheering-up. It seemed equally obvious that a good dinner, a dance, and half an hour of rustic humour might even be as morale-maintaining as a broadcast by the Minister of Information. How strange the obvious is so seldom seen!

The climax of our entertainment year is always the annual dinner, at which we entertain the members of the council. Council and staff look forward eagerly to the function, the more so, perhaps, because the expense is borne by branch funds. In theory it never costs anything, because the expenditure is offset in the accounts by increasing the item for "Goodwill" on the assets side. Once we had a too-candid treasurer who showed the charge simply as a transfer from "cash in hand" to "cash invested." The drawback was that the next time we suffered a rebuff from the council we had to write off the investment as worthless. Luckily, we were able to meet the resulting deficiency by organising a branch savings week, during which members drew cheques on their savings club accounts—the funds of which had long since been spent, anyway—and paid them into

a new fund, thereby creating a lot of theoretical new money by which the treasurer was able to balance his accounts. In theory, of course.

However, the question of who actually pays for the dinner is a technicality for the treasurer. What matters is the dinner itself, and this year it was its usual successful self. Not one member of the council was absent, though Councillor McIsaacs had to leave what everyone had hoped was his deathbed to accept our invitation.

As branch president, the clerk was resplendent in all the panoply of evening dress. Dress is perforce optional, because the Buttercup Magna Theatrical Stores have only three outfits on offer, and tradition decrees that two shall be reserved for the chairman of the council and the branch president. Competition for the other is intense, and a rota system has been devised; my name has been down five years now, so I should be in the running soon. Already I feel a sense of proprietorship and watch anxiously each year to see that the temporary tenant adds no more soup stains to the already choice collection.

This time, the suit appeared on Blatherpatch, who thereby became entitled to speak of 1940 as "my dress year," to join the other two bolted shirts on the Press photograph ("Much Cowslip Officials Dine"), and to be addressed as Mr. Blatherpatch in future, even by members of the council.

The food was extraordinarily good, though the chips did not taste quite the same cooked in compound fat and the poire glacée had to be sans instead of avec crème. That was Lord Woolton's fault, and was soon forgotten in

the excellence of the old-fashioned home-made hot-pot, which was so much in demand that we had to send out Councillor Gumble for another four tins.

One of our peculiarly sensible local customs is to have the speeches while the meal is in progress. This not only prevents boredom, because the clatter of spoons or the inhalation of soup drowns the speakers, but speeds up the programme considerably. No Cowsliplan will risk missing a course by making a long oration.

Of the speeches, I recall only snatches. The clerk, as president, said that the council were fine fellows, especially the chairman—who responded politely that the Much Cowslip officials were equally fine fellows, especially the president. Councillor McIsaacs, wheezing horribly, gasped a tribute to NALGO—glancing surreptitiously at the notes I had given him—and our district secretary replied. I felt sorry for the district secretary, whose sense of duty impelled him to sacrifice everything between the soup and coffee rather than forgo an opportunity of touching lightly on war bonus, payments to colleagues in the Forces, the history and future of Whitleyism, and the importance of local government in the war effort. With the fluency of long practice, he upheld the local branch as a model of what a local branch should be. NALGO could have no more loyal and steadfast members than those before him (prolonged and frenzied cheers); nor could any branch hope for a more courageous and clear-sighted executive committee (dignified applause); equally, it would be impossible to find an executive committee led by more able and worthy officers. ("Hear, hear" from the top table.)

His peroration was a ringing tribute to the nobility of those public-spirited men and women who devote every ounce of their energy, without fee or reward, to the civic service of their fellow-men. Blatherpatch, no doubt unbalanced by his regalia and some very strong cooking sherry, rose "on a point of order" to ask "who were these bally blacklegs, doing our jobs for nothing?" Told it was a tribute to the elected representatives in local government, he said "Sorry, I thought he meant it" and subsided, after which the paid comedians took over.

Though some of their jokes were grandparents of those "even older old jokes" Arthur Askey used to threaten to include in Chestnut Corner, we were in no mood to criticise. We were warm, comfortably full, and mellowed by beverages whose excellence was guaranteed by the labels on the bottles. All the port was "Superb Old" or "Very Old Tawny," and all the whisky was either "Finest Old Scotch" or "Genuine Old Scotch." We, who normally shuddered at the price of bottled beer, quaffed it appreciatively and called for more. Finally, we slumbered where we sat, serenely unconscious while purples came and went. For a few blissful hours we had been happy.

We had abolished the war.



"Already I feel a sense of proprietorship..."

NALGO'S ROLL OF HONOUR

MILITARY KILLED

Ashton, Sgt.-Pilot D. K., R.A.F., health dept., Nottinghamshire C.C. Killed in action.

Brookes, Sgt.-Pilot B., R.A.F., 24, town clerk's office, Brighton. Killed on active service.

Canning, Sgt.-Observer C. D., R.A.F., education dept., Grimsby. Killed in action.

Cuthbert, V. S. P., 22, public assistance dept., Warwickshire C.C. Killed in flying accident.

Eldridge Newman, 2nd Lt. J., The Buffs, musical director to Folkestone corporation. Died in hospital.

Emmerton, 2nd Lt. J. M., Leicestershire Regt., rates dept., Melton Mowbray U.D.C. Killed in action at Dunkirk.

Feary, Sgt.-Pilot A. N., R.A.F.V.R., borough treasurer's dept., Derby. Killed in action after shooting down 11 enemy aircraft.

Grace, W. W., R.N., public assistance dept., Dorset C.C. Drowned during withdrawal from Dunkirk.

Lister, Sgt. J. M., R.A.F., surveyor's dept., Cumberland C.C. Killed on active service.

Mill, Sgt.-Pilot E., R.A.F., 27, burgh engineer's dept., Stirling C.C. Killed in flying accident.

Miller, Sgt.-Pilot I. M. K., R.A.F., surveyor's dept., Broadstairs and St. Peters U.D.C. Killed in flying accident.

Milton-Ham, Pte. M. H., R.A.M.C., treasurer's dept., Eastbourne. Died on active service.

Moore, C. P. O., naval supply stores, valuation surveyor, Mitcham. Killed in H.M.S. Courageous.

Morrison, T. F., sewage works manager, Sidsden U.D.C. Killed in air raid whilst serving with H.M. Forces in England.

Purchase, R. A., baths and publicity dept., Buxton. Killed in action.

Slade, Sgt.-Observer S. W., R.A.F., education dept., Devon C.C. Killed in action over Germany.

Smith, Sgt. A. T., R.A.F., 20, town clerk's dept., Colchester. Killed in action.

Terry, Pte. S. R., R.A.P.C., treasurer's dept., East Grinstead U.D.C. Killed by enemy action.

Thomas, Pte. P. R., R.A.O.C., 20, borough treasurer's dept., Poole.

Wadsworth, 2nd Lt. F. T. B., R.E., surveyor's dept., Northumberland C.C. Killed on active service.

Whitmore, J. S. E., R.A.F., gas dept., Leicester. Killed on active service.

MISSING

Byne, Sgt. W. H., R.A.P.C., electricity dept., Hackney. Missing after Dunkirk evacuation.

Foden, Pte. K., Cheshire Regt., Clatterbridge (County) General Hospital, Cheshire. de Keyser, Pilot Officer J. L., R.A.F., East Ham.

Lattimore, N. W. G., R.N.V.R., 24, committee clerk, Hornchurch U.D.C. Missing with H.M.S. Jervis Bay.

Thomas, R. W., Atcham R.D.C. Missing, believed drowned, during evacuation of the B.E.F. from France.

Wilson, Pte. F. H., R.A.P.C., Salop C.C. Branch. Missing, believed drowned, during evacuation of the B.E.F. from France.

PRISONERS OF WAR

Archer, L/Bdr. J. M., treasurer's dept., Eastbourne.

Coomber, 2nd Lt. P., Lewisham.

Follows, Sgt.-Observer C. P., R.A.F., borough treasurer's dept., Brighton.

Ing, B. V., R.A.O.C., city treasurer's dept., Rochester.

Miller, Cpl. W. B., Lothian and Border Yeomanry Tank Corps, chief clerk, lighting and cleansing dept., Edinburgh.

Morgan, Sgt. P., R.A.M.C., 24, finance dept., Croydon. Taken prisoner during Dunkirk evacuation.

Roodhouse, Cpl. J. B. A., dept. of the M.O.H., Mitcham. Taken prisoner after having volunteered to return behind the lines at Dunkirk to rescue wounded.

*Russell, Gr. H. J., R.A., electricity dept., Fareham U.D.C.

FOR GALLANTRY

We are proud to record two more awards secured by members on active service:

Military Cross—to Capt. A. F. Hendry, town clerk, Denny, for gallantry when serving with his regiment in France.

Distinguished Flying Medal—to Pilot-Officer G. Collis, R.A.F., 21, clerk's dept., Nottinghamshire C.C.

Starling, 2nd Lt. D. C., R.E., 26, engineers' dept., Croydon.

Walker, A. B., Chatham.

Walker, 2nd Lt. P. A., L.A.A. and A.T. Regt., River Dee Catchment Board.

* Previously reported Killed.

CIVILIAN

KILLED

Broughton, T. B., water engineer's department, Coventry. Killed while carrying out

his duties by an unlocated delayed action bomb.

Cronin, Rfn. J. P. N., London Irish Rifles, town clerk's office, Hackney. Died of injuries received in air raid.

Marsden, T. F., school medical section, education department, Coventry. Killed in the Coventry air raid of November 14-15.

Till, Dr. A. T., chief M.O.H. in charge of ambulance and first aid posts, Mitcham. Killed in air raid.

Till, S. E., accounts and wages clerk, borough surveyor's department, Twickenham, and secretary of the Twickenham branch. Killed in air raid on November 7.

Dr. A. T. Till was a native of South Africa, going to Mitcham 8½ years ago. He was at one time chairman of the Mitcham branch.

Mr. S. E. Till was secretary of the Hampton branch from 1932 to 1937 and became secretary of the Twickenham branch in 1937, on the amalgamation of the Hampton, Hampton Wick and Teddington urban districts with the borough of Twickenham. Throughout his 17 years in local government he gave magnificent service to NALGO, and especially to the Benevolent and Orphan Fund, in which he took a keen interest. Since the war, he gave much of his leisure to civil defence work.

We want to make this Roll of Honour as complete as possible, but can do so only with the help of branch officers. If readers know of any names which should be included, will they please inform the branch secretary, who will send the details to Headquarters?

WHAT YOU CAN SEND TO PRISONERS

THE publication, in the December LOCAL GOVERNMENT SERVICE, of a postcard from two members in Germany, announcing that they had found several NALGO members in their camp and were forming a prisoners of war branch there, has aroused much interest among branches, many of which are anxious to help their imprisoned colleagues in every way they can.

For their benefit, we give below details of what may and may not be sent to them.

Letters and Postcards

May be sent by anybody, post-free. They should be posted in the ordinary way. The address should be typed or written clearly in ink both on the letter and on the envelope and should carry the following particulars:—

- Service number, rank, initials, and surname.
- The words "British prisoner of war" followed by the prisoner's number.
- The camp address. It is important that the number of the camp should be given. The words "Stalag" and "Oflag" which precede this number are not names of places, but mean "permanent camp" and "camp for officers" respectively.
- The country (i.e. Germany).

In the top left-hand corner of the envelope should be printed the words "Prisoners of War Post" and "Kriegsgefangenenpost" (the German equivalent). The name and address of the sender should be written on the back of the envelope.

Letters should be clearly written or typed, should not exceed two sides of a sheet of notepaper, and must contain no reference to naval, military, aerial, economic, or political matters, movements of members of H.M. Forces, warships or merchant ships, nor any other information which might be of use to the enemy. Enclosures may cause delay, although personal photographs and snapshots may be sent. Picture postcards and other pictorial matter is forbidden.

If the sender is serving in H.M. Forces he must not give the address of his unit. Instead, he should give the address of civilian friend or relative to whom the prisoner can write and who will forward the letter to him.

Parcels

Cannot be sent direct to prisoners individuals in this country. The Red Cross endeavouring to send a weekly parcel to a value of 10s. to each prisoner, and branch could help this work by donations to the Prisoners of War Department of the British Red Cross Society, St. James's Palace, London S.W.1. Once every three months, next-of-kin may send a "personal" parcel through the Red Cross. Instructions for sending it may be obtained from most post-offices.

In addition, many leading publishers and newsgagents hold permits enabling them to send books, music, playing cards and games to prisoners of war in enemy countries. All the material sent must be new—age may not, for example, accept books for friends of prisoners for despatch. Details of this scheme can be obtained from most newsgagents.

Further, the educational books section of British Red Cross Society will help prisoners of war to prepare for examinations and undertake vocational training, supplying books and correspondence courses. Forms of request for such books have been supplied from prison camps.

Newspapers and Periodicals

May not be sent to prisoners in enemy countries. The ban includes LOCAL GOVERNMENT SERVICE and NALGO branch magazines.

It will be seen from the above that, apart from letters, there is not a great deal that can be sent to their colleagues who are prisoners in Germany. They could, however, supply them regularly with books, music and games through firms which hold the necessary permits.



The C.A.B.—a New Social Service

The Citizens Advice Bureau movement, first foreshadowed by NALGO members by Sir Wyndham Deedes at the 1939 Conference, and since keenly supported by branches throughout the country, is one of the finest services the war has produced. Miss DOROTHY KEELING, assistant secretary of the National Council of Social Service, here describes how its work has expanded in the past fifteen months.

THE Citizens' Advice Bureau has passed through its experimental stage and is proving to be a useful and necessary war-time service for the benefit of the community. Moreover, there are hopeful signs that it will grow after the war into a permanent service with a wider meaning. Already, the saying "Ask a policeman" is giving way to "Ask the Citizens' Advice Bureau."

Earlier articles in LOCAL GOVERNMENT SERVICE dealt with the setting up and original purpose of the Bureau. To-day, their numbers have grown to close on 1,000. In addition, there are 175 correspondents who deal with inquiries in rural areas.

The fact that since September, 1939, more than 100 Acts of Parliament have been passed gives some idea of the work which has fallen on Government authorities, both central and local, in dealing with the regulations attendant on the new legislation. Bureau workers have given ever increasing help in interpreting these regulations to citizens in a form in which they can understand them, and have thus saved the overworked officials much labour which could be performed by less skilled people. It may, perhaps, be mentioned here with bated breath that it has not been unknown for a worried statutory authority to turn to a bureau for enlightenment about some war-time measure.

Officers' Part

Often local government officers sit on the committees which are responsible for the bureau. Nor are they sleeping partners. It is by the close co-operation between them and the actual helpers in the bureau that much of the success of the service is due. In one town in the North of England, the bureau is open three evenings each week, with the assistance board area officer, the manager of the employment exchange, and one of the public assistance officers taking charge on successive evenings. Appointments are made for inquirers who want to consult these experts, who are thus enabled to give detailed personal consideration to cases with which, normally, they would have to deal hurriedly.

Members of the legal profession, also, are giving much valuable help in the "Poor Man's Lawyer" service.

Looking back on the past fourteen months, the sequence of problems on which the bureau workers have been called upon to give advice speaks much for the elasticity of their minds. First, there was the original evacuation of the schoolchildren and of the mothers and infants, with all the attendant difficulties, expected and unexpected. This is ancient history now—so

fast does war-time travel. Next came the calling-up of the breadwinner, often leaving a bewildered wife and family or other dependants to face peace-time commitments on government allowances.

Hire-purchase problems, house mortgage and insurance difficulties, had all to be faced and a way out found. In a surprising number of cases, an unmarried wife, possibly with illegitimate children, complicated the position. Where there was delay by the authorities in paying the allowances, the close contact of the bureau with the local officers of the Assistance Board helped to make smooth many a difficulty. Advice was given on appeals to the war service grants advisory committee for additional financial help and to the hardships committee for postponement of service.

The collapse of businesses and disappearance of peace time employment brought an entirely new section of the community face to face with financial disaster, and the bureaux worked closely in co-operation with the assistance board in bringing the availability of the board's help to their notice.

Aid for Refugees

The successive occupation by Germany of Norway, Denmark, Holland, Belgium, and Luxembourg, the collapse of France, and the epic evacuation of our troops from Dunkirk, the removal from Gibraltar of British women and children—usually speaking only Spanish—the evacuation of the Channel Islands, the entry of Italy into the war, all brought in their wake bewildering problems. Anxious inquirers in this country sought information of the welfare of their relatives and friends abroad; bewildered evacuees of various nationalities who reached these shores begged for news of the other members of their families. All had to be directed to the right source of information and of help.

The débâcle on the Western front and the ensuing "fifth column" scare brought yet another wave of despairing people to the doors of the bureaux—the relatives of interned aliens, many of whom saw themselves left apparently penniless. Here, again, the assistance board was at hand to help, and the bureaux knew where to direct these inquirers.

The collapse of France brought the danger of invasion of this country very close, and the bureaux were faced with the difficulty of explaining to people from the defence evacuation areas the intricacies of the moratorium. At this time, the second evacuation of women and children and the first evacuation of elderly people began, and the bureaux rendered much help to the evacuating authorities by explaining

the facilities provided and persuading people to take advantage of them. Moreover, bureaux in the reception areas helped to find suitable billets.

Next came the beginning of the "Blitzkrieg," and all that has followed is such a blurred confusion of happenings that it is difficult to arrange them chronologically. Many bureaux in the bombed areas have been inundated with inquiries from people rendered homeless, permanently or temporarily. Every conceivable problem has arisen, from the tragedy of relatives killed to the difficulties attendant on lost dentures and destroyed wills.

So much of the state relief and provision for these sufferers has had to be determined hurriedly according to the exigencies of the immediate need, that without the closest co-operation between the authorities and the bureau workers, confusion would have arisen. Often, the bureaux have had to evolve a new technique. Instead of the public going to the bureau, the bureau has gone to the public, in rest centres and temporary shelters. The public assistance and assistance board officers have welcomed this help. In the reception areas, to which came a flood of evacuees from the bombed towns, the bureaux have worked closely with the billeting officers, rendering all the help they could. Many have kept registers of available rooms and have organised schemes for the longer term welfare of the visitors.

Reuniting Scattered Families

Recently, in co-operation with the Ministry of Health and with the financial help of the British Red Cross Society, the National Council of Social Service has set up central registers to enable friends and relatives to get in touch with homeless people who have been billeted elsewhere.

Luckily, amid all the distress there are some amusing incidents. One child, evacuated with her school to South Wales, wrote anxiously to the London register for news of her mother. A visitor found the mother still in her home, but confessing that she found it difficult to remember the whereabouts of all her sixteen children, whom the war had scattered! The child's anxiety was duly allayed. Another inquiry was for an old man, not, alas, for his own sake, but because the family cat had been left in his care!

The British Red Cross Society has sought increasingly the co-operation of the bureaux. The postal message scheme now operated by about 320 bureaux, was set up originally to enable friendly aliens to communicate with their relatives and friends in Germany, Czechoslovakia and German-occupied Poland. As, one by one the tragic tale of the countries overrun by Germany was increased, so was the scheme extended.

Again, in arranging help for relatives to visit their serving men-folk in hospital, the British Red Cross Society has enlisted the co-operation of the bureaux.

Local Authorities' Aid

The above examples give but a brief account of the work the bureaux are attempting to do. There are many interesting "side-lines" to which lack of space prevents reference. A well-established bureau deals with anything up to 700 inquiries per month per 10,000 of population. The fact that the Ministry of Health has made a financial grant towards the maintenance of the bureaux is proof that the Government recognises their value. Much help is also given by local authorities, which often provide premises, equipment, and financial help. Sometimes they pay the salary of the bureau organiser.

It will be interesting to follow the further development of this new service, which well illustrates what can be achieved by co-operation between the statutory and voluntary social services. It seems probable that further opportunities will arise for increasing this co-operation, so that it becomes part of the recognised machinery of community welfare.

"DEM-AUT-OCRACY"!

No Conference—A Protest

THIS year we had the farcical "delegate conference"; next year we are to have—NOTHING! The N.E.C. is obviously not going to risk any criticism of what it has done or left undone, nor listen to any views except its own as to future policy. But this is not all: its members intend to take good care that we do not get an opportunity of electing anyone in their places. The fact that they gave the delegate meeting last May an assurance that the normal elections would be resumed as soon as possible means nothing to them, apparently. (After all, what do we members count? We are only the people who pay the subs.!!)

AND THIS IS DEMOCRACY! Tell me, please, what is AUTOCRACY?

Does the N.E.C. give any reason for these decisions? Oh yes, here they are: Against holding a conference:

"The opportunity would be taken of discussing the question of affiliation with the T.U.C."

Well, what of it? Haven't the members the right to discuss the matter?—presumably not if it doesn't suit the N.E.C.

Against elections of N.E.C.:

"New members may get elected who don't know enough about the work of the Association."

My, the N.E.C. must be feeling mighty shaky if it is afraid of being deposed by "nonentities!" Perhaps some of the rank and file could tell the N.E.C. members quite a lot of what they don't know about running a democratic organisation. Take away a few like Mr. Allen, and what do the rest of the N.E.C. know about branch work, for example?

I say without hesitation that there is a greater need for a REAL local government conference at the present time than there has ever been in the past. And I say, too, that it is NOT impracticable to hold a conference. Other organizations have already proved this.

I appeal, therefore, to branch secretaries, executives, and district committees to protest to the N.E.C., and to continue to protest until it reverses its decision. And if it persists in refusing to call a conference, we shall have to see what means can be found of calling one without the approval of our dictators. If we do not, it is the beginning of the end of the Association.

H. LANGFORD.

39, The Green, Chelmsford.

COST OF LIVING BONUS

A Premature Criticism

ALTHOUGH I agree with the action of the staff side of the National Whitley Council in seeking to have the cost-of-living bonus award increased to 10 per cent, I think that they should ensure that their original award of 6 per cent has been implemented before attempting anything further. Sanitary inspectors, with salaries just over £260, are being refused any bonus. Moreover, the Ministry of Health has ruled that if a local authority pays an amount in excess of that approved by the Minister, it will be surcharged and the whole of the grant from the county council withdrawn.

It is no use making recommendations if they cannot be enforced.

"Caledonia," WM. L. KAY.
Holland Road, Bilston.

As we record on page 1, sanitary inspectors, thanks to NALGO's efforts, are now to have their bonus, and the reversal of ministerial policy has been made retrospective. NALGO is not so ineffective as some correspondents seem to think—and if branches and members will play their part loyally it can secure the rest of its claims.

NALGO's PROBLEMS

A Three-Point Policy

THIS war has brought to a head three problems which have been worrying many members of NALGO for a number of years. First, the question of the cost-of-living bonus has shown the folly of relying on the goodwill of each individual local authority

READERS' FORUM

Letters for the February number must reach the Editor at 192, Edgwarebury Lane, Edgware, Middlesex, not later than January 16.

to carry out the recommendations of the Whitley Councils. NALGO should be able to force the authorities, by strike action if necessary, to carry out these decisions. Secondly, the transfer of officers from one district to another has shown that recruitment and conditions of service must be on a national scale, similar to the civil service. Thirdly, the increasing use of temporary and women workers, at lower rates of pay than permanent male workers, has stressed the need for equality of conditions of service, to prevent the reduction of standards of all local government officers, men and women alike.

NALGO members, we must press for: Affiliation to the T.U.C.
A national scheme of recruitment and service.
Equal pay for equal work.

51, Cambridge Street, T. W. DUNMORE.
Northampton.

CENTRALISATION DANGER

"Keep Government Local"

ALL schemes for affiliation and amalgamation, and anything, in fact, that would tend to make us lose our identities of separate local authorities should be resisted. We ought never to forget that we stand for the finest things in the English political tradition—popular liberties, and local patriotism. Local government means self government; if men are not allowed to rule their towns and cities they will certainly not be allowed to rule their country. I am far from suggesting that there should be no central government, but the process has already gone far enough, and any further centralisation can only lead away from democracy and towards bureaucracy.

If we, as local government officers, do anything to weaken the character of local government for whatever cause, we are guilty of a breach of trust to the people and of apostasy to the profession.

6, South Avenue, J. A. RILEY.
Hooten Gardens, Leigh, Lancs.

PLANS FOR REFORM

Indirect Election Dangers

THE startling proposal by "Lux" in his letter in the December journal that parish councils should appoint one or more of their members to be members of a larger authority, such as a district council, and that these in their turn should appoint members to a county authority, would be a most retrograde step, and I am surprised that it should be put forward to-day.

Indirect election has been tried often enough in local government and has been found wanting. An example of this is the old Metropolitan Board of Works, an indirectly elected body. In many cases, indeed, its members were indirectly elected by indirectly elected district boards. No wonder there was irresponsibility, corruption, and inefficiency!

The tendency towards indirect election and the *ad hoc* body which, consciously or unconsciously, has been a part of the policy of governments—chiefly Conservative—during the past few years, is a dangerous one from a democratic point of view.

Dr. Robson's proposals, on the other hand, merit the most careful consideration from local government officers and councillors, though I imagine some will be up in arms at what they may consider almost revolutionary ideas. Some of us were lucky enough to attend the series of lectures Dr. Robson gave on London government a few years back at the London School of Economics. His new suggestions dealing with the whole of local government, are the logical outcome of plans there given out for the reform of London government.

I should very much like to deal with it at length, but leave that happy task to other more learned and experienced officers. One thing is clear. Reform has got to come, and the introduction of regional commissioners admittedly necessary for war time needs an exigencies—is a sign of the times! Let us sincerely hope that this step is not the writing on the wall for healthy democratic local government.

Cornside, R. MAITLAND EARL.
Lyne Road, Virginia, Water

DECIDING OUR POLICY

A Novel Method

I HAVE sent the following letter to the NALGO Building Society. If you could publish it, my branch would be delighted if other members would act on similar lines:

Dear Sir,

Nalگو Building Society.

I beg to give you notice that I wish to cancel the above account forthwith. I am taking this course as a protest that:—

(a) NALGO is not pressing for affiliation to the T.U.C.

(b) Certain key appointments of NALGO are held by part-time officers.

(c) The salary scales of local government officers throughout the country are not comparable, despite the fact that the duties are identical.

(d) Some local authorities pay "time," whilst others do not.

(e) The general working conditions of government officers are not uniform, NALGO does not appear to be attempting to obtain uniformity.

(f) Qualifications in the Service appear worth nothing and NALGO does appear to be attempting to force recognition of qualifications.

DISGUSTED

If "Disgusted" will take the trouble to learn a little about NALGO, he may discover that it is a democratic body, subject to the control of its members, who have decided to reject affiliation with the T.U.C. (1) (b) to press forward with a campaign for national standards of salary and conditions of service for all local government officers (1933-1939); and (c) to appoint all its honorary officers by popular vote. He may also find to his greater disgust, that it cannot be influenced by blackmail.

WAR DAMAGE TO HOUSES

Expert Advice Essential

I HAVE been astonished to note the ignorance of some of my colleagues, who have suffered war damage to their homes, to the offer of the NALGO Building Society to put them in touch with qualified surveyors, for a reasonable fee, will assess damage and assist them in preparing claims. My own experience may convince them that the value of qualified advice will be well worth the small cost.

My home was damaged by a bomb which fell in the garden of the house next door. Some tiles were blown off the roof, windows were broken, and a number of walls were cracked. Congratulating myself on a lucky escape, and thinking I would cover the damage, I asked the builder to give me an estimate for the work.

(Continued on next page)

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his estimate, when it came, was a severe shock—£220, with vague suggestions about undisclosed damage."

Later, finding that the builder had missed certain cracks which looked far from normal to me, I began to get worried, and got in touch with the Building Society. They gave me the name of a surveyor, who went to the house with me, and gave it a most thorough and competent "vetting."

I have just received his final assessment and incorporated it in my claim. It puts the damage at £560—with a safeguarding clause in case more is discovered!

I can imagine no more convincing proof of the value of expert advice. Had I relied on my own unaided opinion, the claim would have been £50; had I relied on the builder, it would have been £220. The surveyor's fee, which I shall now pay gladly, has thus saved me many headaches and possible heavy loss when the time comes to complete the repairs—and I have the additional satisfaction of knowing that, in any conflict with the district valuer, I shall have his skilled support.

London. EXPERENTIA DOCET.

NALGO's EVACUATION Criticism Maintained

SOME few months ago, I took the opportunity of criticising the policy of removing the Association staff from Abingdon Street, and my two letters were published in LOCAL GOVERNMENT SERVICE.

I still adhere to my criticism, and particularly as the staffs of all local authorities up and down the country have had to stay at their headquarters and not be removed to the country. It is a pity that this question has been re-opened, in view of the action which the editor felt it his duty to adopt, by abruptly closing down the correspondence some months ago.

My only reply to "Fimtor" is to say that I had at least the courage to append my own name to my letter.

154, Perry Road, JOHN PEPPER.
Nottingham.

"LET THE WARRIORS WASH" Reader's Offer to Troops

I HAVE been trying to offer hospitality to tired civil defence workers. As this is a restricted area on the coast, I sought permission from the superintendent of police first, but (a) was unsuccessful owing to the fact that New Romney is also an evacuation area.

Seeing the paragraph with the above heading in LOCAL GOVERNMENT SERVICE, I hasten to say that any member serving with the Forces in this neighbourhood is more than welcome to a hot bath, or any other hospitality in that a person living alone and out each day except Saturday and Sunday) can offer.

I am at home every evening except Thursday, when I help at the New Romney canteen.

Other than "staying put" and carrying on my duties as health visitor, I feel I am doing so little for the national effort, and I would welcome a chance to do more. Suggestions welcomed!

Stanley Villa, MRS. DOROTHY BLAKE.
St. Mary's Bay, New Romney, Kent.

"LOGIC"

Not a Masculine Prerogative

IT is a pity LOCAL GOVERNMENT SERVICE should waste its valuable space citing a course of "devastating female logic" (sworn to be the truth!) to establish NALGO's *raison d'être*. The example is commonplace, and logic is not the prerogative of the male. NALGO's it would be more in keeping with NALGO's (paper!) principles if divisional officers would allot part of their time to educating the male members of the Association,

(Continued at foot of next column)

HOSPITALITY FOR NALGO WARRIORS

FROM time to time in the past months we have published the names of branches willing to offer hospitality in one form or another—entertainment, use of clubrooms, baths, and so on—to members of NALGO serving in the Forces in their areas. A reader has suggested that publication of a monthly list of these branches would be useful to serving members, and we are happy to fall in with the idea. Here is the first list, with the names and addresses of the branch officers with whom contact should be made:

Newcastle-on-Tyne.—V. GRAINGER, Town Hall, Newcastle-on-Tyne 1.

Skegness NALGO Social Club.—Mr. A. J. DAVIS, Town Hall, Rowan Bank, Skegness. Chester.—J. COLLINSON, City Treasurer's Dept., 43, Northgate Street, Chester.

Cheshire County.—H. JONES, 47, Walter Street, Chester.

Winchester.—R. G. CASTLE, Guildhall, Winchester.

Ashton-under-Lyne.—W. B. BRADLEY, Electricity Works, Ashton-under-Lyne (use of Waterworks' Social Club offered).

Cambridgeshire.—LEO. MASON, Shire Hall, Cambridge.

Blackburn NALGO Sports & Social Club.—J. COX, 42, Victoria Street, Blackburn. (the club has a reading-room, concert-room, licensed restaurant, and facilities for billiards, snooker, table tennis, darts, and other games).

There are probably many more branches which are willing to help their colleagues in the Forces in this way, and we shall be glad to include them in the list if secretaries will send the necessary details.

In case some members in the Forces do not get their journals regularly, it is suggested that branch secretaries, when writing to them, should urge them to get into touch with the NALGO branch for where they are stationed.

(Continued from preceding column)

as well as their male colleagues and town councillors on the logical request for equal pay for equal work, irrespective of sex. Furthermore, equal subscriptions are collected from the female members, and as these amount to a considerable sum, their loss would seriously affect the financial affairs of the Association.

Let us be done, then, with cheap gibes against the female sex, and instead put into operation paragraph 3 of "Ethics for the Officer": "The maxim laid down for a court of law, that it is of fundamental importance not only that justice should be done in it, but that it should manifestly and undoubtedly be seen to be done, applies with equal force to the local government officer." Only then will NALGO's ethics be something more than a code of moral conduct wall plaque.

Clydebank. NETTIE M. CAMERON.

MEMBERS IN FORCES

A Branch's Tribute

AT a meeting of my executive committee, held recently, reference was made to the Roll of Honour which headquarters is compiling. I was instructed to forward a copy of the following resolution which was passed by the meeting:

"That on behalf of the members of the Hindley and Abram branch of the National Association of Local Government Officers, we express our gratitude to the members who are serving with his Majesty's Forces, and extend our sympathy to the relatives and loved ones of our brother members who have paid the supreme sacrifice in the service of their king and country. At the same time we send our congratulations and best wishes for their future safety to the members who have gained distinction and awards for bravery."

A. ROTHWELL
Hindley and Abram. Hon. Secretary.

Wolsey Hall Oxford

Founded  in 1894

POSTAL TUITION

For London University

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Case for T.U.C. Affiliation to be Reviewed

EIGHTEEN of the 27 members appointed at the November meeting of the National Executive Council attended the first meeting of NALGO's new emergency executive at Leeds on December 7. Mr. A. A. GARRARD was appointed chairman and Mr. F. H. HARROD vice-chairman. The many subjects discussed included:

Cost of Living

Mr. H. ALLEN reported on the last meeting of the emergency committee of the National Whitley Council. As a result of the steep increase in prices since the original award was made, the staff side were negotiating with the employers for an improved scale of bonus, and it was hoped that a satisfactory decision would be made before the end of the year. The executive expressed its confidence in its representatives on the National Whitley Council.

Vacancies on the N.E.C.

Arising out of the resignation of Mr. A. J. GOULD from the National Executive Council following his transfer to the Assistance Board, the Registrar-General has been asked to give authority for vacancies on the Council to be filled by nomination either of the district committee or of the N.E.C. The reply of the Registrar is awaited.

Affiliation to the T.U.C.

It is clear that this question is of major importance. After considering letters on it from Leicester and Glasgow branches and from the South Wales and Monmouthshire district committee, the executive decided to consider, at the next meeting, statements setting out the arguments for and against affiliation, together with details of obligations which would be incurred were affiliation to be achieved.

Officers in Home Guard

Arising out of the discussion at the November meeting of the N.E.C., when fears were expressed that many "key men" in local government might be seriously affected if they joined the Home Guard, a statement was presented on the structure of the force and the obligations incurred by its members. This made it clear that service was voluntary and part-time, and that members could, in case of need, resign on giving two weeks' notice.

READERS' QUESTIONS ANSWERED**Sickness after War Service**

I have recently been discharged from H.M. Forces on the grounds of ill health. Am I entitled to sickness benefit under the Health Insurance Act?

If the incapacity is a normal illness and not in any way due to war service, and consequently you are not entitled to a service pension, you will be eligible for sickness benefit under the National Health Insurance Act. If, however, your disability is due to war service, and you are entitled to a disability pension, benefit under the Health Insurance Act is not payable for 26 weeks from the beginning of the week in which the illness began or injury was received, providing, of course, that the war disability lasts so long.

If, after 26 weeks, you are still disabled and the "temporary allowance" has been converted into a pension of the highest degree, the rate of sickness benefit under the Health Insurance Act will be at half the normal rate, and no disablement benefit will be payable. Where the pension is payable at a lesser degree, full sickness benefit will be payable, provided that the total of the war pension or

A Superannuation Anomaly

A letter from the Wallasey branch drew attention to the provision in the Local Government Staffs (War Service) Act requiring members in the Forces to pay superannuation

NALGO NOTICE BOARD

HAVE you a NALGO notice board in your branch? It is a most useful means of letting your members know what the Association is doing and prevents that not unheard-of feeling that it is the concern only of branch officials and the "higher ups."

A copy of the propaganda leaflet, "All About NALGO," could be displayed, and extracts from branch circulars written up with particular emphasis on any local implications.

There is more in this idea than may at first be apparent. Remember the tremendous influence in some countries of "wall newspapers." Why not try a "NALGO notice board" as the focal point in your branch activity? If you make it sufficiently interesting or provocative, you will soon get your members into the habit of looking at it regularly. And it is a cheap and excellent supplement to or substitute for a branch magazine.

contributions on war bonus granted to their colleagues at home, even when they are not receiving any bonus themselves. The executive felt that this was a matter which should be

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"NALGO seem to be about the only people who have helped me. I have not received a penny from anyone else, after being left without a home or income."

These are extracts from two of the many letters received each month at the head-

allowance, plus the sickness benefit payable under the Health Insurance Act, does not exceed the amount that would be payable if the war pension were 100 per cent.

Medical Certificates

Is it necessary for members of the Approved and Provident Societies to submit weekly medical certificates for each society?

No. A member who is insured under both societies need submit only one weekly certificate if the illness entitles him to claim upon the funds of both societies. Membership numbers in both societies must be stated on either the Approved or Provident Society's Declaration on Funds form.

Transfer to Approved Society

Having recently joined NALGO, I would like to transfer my health insurance from a general approved society to the Nalگو Approved Society. Can I?

No. For the duration of the war, the Ministry of Health has suspended the transfer of insurance from one approved society to another.

settled locally and is suggesting to branches that they should urge on their local authorities that, where officers on war service are required to pay superannuation contributions on war bonus which they do not receive, the civil remuneration paid to them under the Local Government Staffs (War Service) Act should be increased by a sum equal to the amount of such superannuation contributions. In addition, the anomaly will be considered when any amending legislation is introduced.

Purchase of Aircraft

One or two branches still want NALGO to raise, give, or loan money to the Government for the purchase of a fighter or bomber. The N.E.C. considered this question some time ago and decided to suggest that branches should support local efforts. The committee maintained this attitude, feeling that, in doing so, it was expressing the views of most branches. Branches should, however, report to headquarters the amount of their contributions, so that the grand total can be calculated.

National Advisory Committee for Local Government Service

It was reported that a meeting of this committee was shortly to be held to consider, among other things, the question of increased allowances for superannuated officers, and the Conditions of Employment and National Arbitration Order. Mr. E. A. S. Young was added to the NALGO panel of this committee.

Much detailed work was done by the executive. An executive committee for the Benevolent and Orphan Fund was appointed, consisting of Messrs. E. A. S. YOUNG, W. A. N. BAKER, and A. G. BOLTON, together with a rota of three members of the N.E.C. from each district committee area. The executive will meet again on Saturday, January 18, 1941.

quarters of NALGO's Benevolent & Orphan Fund. The first is from a member who has just finished repaying a loan of £15 advanced to him a year or two ago—and in practical evidence of his gratitude he sent with it a donation of 10s. to the Fund. The second is from a widow whose husband died four months ago leaving her, as sole source of income, a house let in flats. That house has since been bombed beyond repair.

There are many more similar cases. A few days ago, for example, we heard of two children whose father, a widower, was killed at Dunkirk. We want to help them all—for who among us is certain that he or his family will not be in similar difficulties?

But funds are gradually diminishing, and unless YOU come to the rescue, we may soon have to curtail our help.

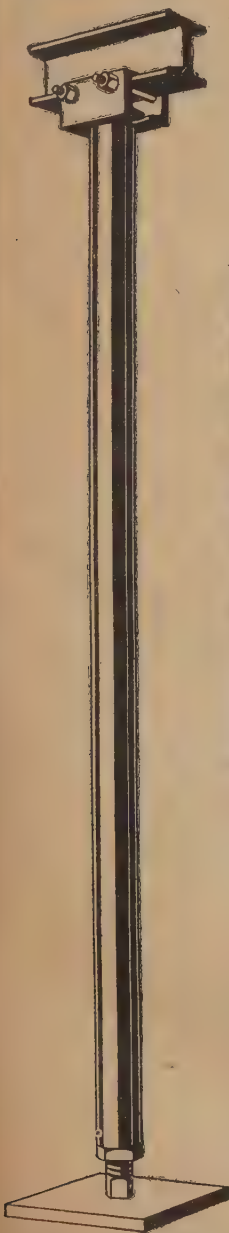
Before the war, a big proportion of the Fund's income was derived from social activities. Today it is difficult, and often impossible to organize dances, whist drives, and so on, and this source has therefore largely dried up.

The position would be made secure were every member of the Association—including YOU—to give sixpence a month to the Fund. If you can afford more, then please give it—but make your contribution at least sixpence. It is not much to you. It may mean a great deal to one of your colleagues in distress.

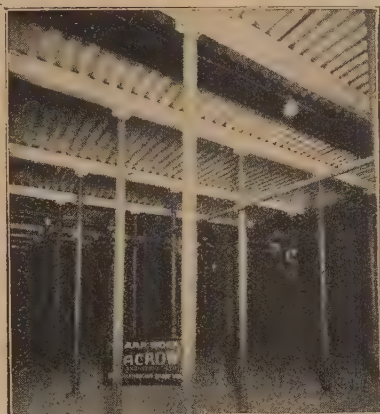
YOU have no idea when you may need the help of the Fund yourself, especially in these times. Why not look upon it as a form of insurance? For a premium of sixpence a week you can have the comfort of knowing that your wife and children will always be cared for and assisted as long as is necessary.

Don't wait for your branch secretary to ask you for the sixpence. Begin paying now! It will be the best New Year Resolution you can make.

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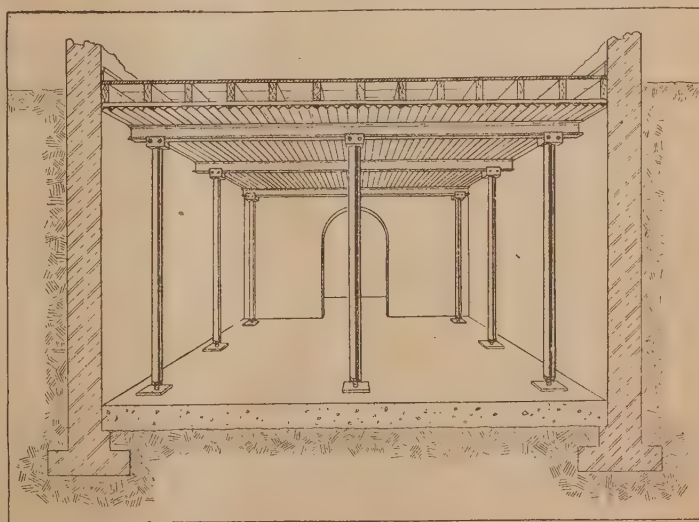


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20 "EQUALITY OF SACRIFICE" AND THE WAR BONUS

EVERY branch putting forward a claim for cost-of-living bonus should arm itself with the "Ministry of Labour Gazette" for November, 1940. A most interesting article in that number finally disposes of the argument, so popular in finance committees and council chambers, that award of a bonus to local government officers would be contrary to the principle of "equality of sacrifice," since its cost would have to be met by ratepayers whose personal income had fallen since the outbreak of war, and who themselves had no hope of similar help in meeting the rising cost of living.

The article, and the figures it quotes—based on information supplied by the employers of 5,500,000 workers in the principal industries—shows that, as a whole, the working population of the country has obtained wage increases far exceeding the modest claim made by NALGO. Between October, 1938, and July, 1940, it discloses, wages have risen in the metal, engineering and shipbuilding industries by 43.2 per cent; in the textile industries by 29.2 per cent; in the clothing industry by 12.9 per cent; in the food, drink and tobacco industries by 14.6 per cent; in the wood-working industries by 17.4 per cent; and in building and contracting by 31.6 per cent. Some of the rises in sections of these industries are even more substantial—50.6 per cent in motor vehicles, cycles, and aircraft manufacture and repair; 51.3 per cent on shipbuilding and repairing; 44.7 per cent in the cotton trade; 15.5 in tailoring; 20.2 in grain milling; 40.4 in public works contracting, and so on down a long list.

In the face of these figures the 6 per cent (for salaries under £300 only, and less for the higher grades) which local government officers have sought hitherto is small indeed, and even the higher rate which NALGO hoped to obtain from the National Whitley Council (unfortunately, we go to press before the decision is known) would be well below the average for industry as a whole and the war industries in particular. Where is now the "privileged class" argument?

IF YOU MOVE HOUSE An Insurance Warning

Holders of NALGO householders' comprehensive insurance policies are reminded that the insurance provides full cover only in respect of the address or addresses stated on the policy, and does not cover theft of goods in transit. Members moving their homes or furniture should, therefore, notify the NALGO insurance department, Croyde,

Devon, immediately, and apply for special transit cover. The insurance department will always advise members in doubt about the cover provided by their policies.

War Damage Insurance

MEMBERS will have read in their newspapers details of the Government's war damage insurance bill and will know that, while the compulsory insurance of buildings and other immovable property will be administered by the Commissioners of Inland Revenue, the voluntary insurance of movable personal property—furniture, clothing, motor-cars, and so on—is to be administered by the Board of Trade through the insurance companies and Lloyds.

The bill has still to pass through Parliament and is, therefore, subject to amendment. As soon as it is in its final form, we shall publish full details of the way in which its provisions will affect NALGO members insured with logomia. In the meantime, any inquiries should be sent to the NALGO insurance department, Croyde, North Devon.

NEW BRANCH MAGAZINE EDITORS

AN encouraging number of branch magazines still remain in publication despite the war, but, even among them, Service call-ups have necessitated changes in editorship. One change, however, not resultant upon the international situation, involves the editor of the *Sheffield Municipal Officers' Journal*, Mr. H. Norton—better known to readers of *LOCAL GOVERNMENT SERVICE* under his nom-de-plume, "Jackass." Mr. Norton was recently appointed chairman of the Sheffield Guild executive, thus following in the footsteps of Mr. W. W. Armistead, President of NALGO in 1938. A departmental representative since 1928, and editor since 1934, Mr. Norton is the second editor within recent months to achieve the high office of branch chairman, the first being Mr. Norman Dracup, of the *Bradford Quarterly Review*. Mr. Norton is succeeded by H. C. Crabtree, of the town clerk's department, Town Hall, Sheffield, to whom other branch journals, formerly sent to Mr. Norton, should be addressed.

Editor R. L. Burton, of the *Kent County Chronicle*, which was placed third in the branch magazine competition, has joined the Royal Air Force, whilst Mr. G. S. Wilkinson, one of the members who assisted him, has also been called for service. The *Chronicle* (which, incidentally, keeps contact with more than twelve hundred members throughout the

Branches' Interest in Bonus and T.U.C. Affiliation Issues

to whom they applied. He explained that very small authorities, i.e. those with populations of less than 5,000, were not brought within the scope of some awards. Apart from these small councils, it was difficult to see what reason any authority could give for refusing to grant conditions at least as favourable as those laid down by the joint industrial council. Test cases—all English ones—were to come before the Tribunal early in January. We should then know more definitely what the legal position was, but even if some of the English cases failed, Scottish cases might succeed, since the Scottish J.I.C. appeared, from a legal standpoint, to be more firmly founded than those in England. Indeed, it seems pretty clear that there is only one question which is at all in doubt in Scotland, and that is what constitutes a "district." The staff council considers that the whole of Scotland should be regarded as one district.

Affiliation to the T.U.C.

This question appeared mainly to interest the bigger branches, like Glasgow, Edinburgh, and Dunbartonshire. Glasgow seemed to have little hesitation in passing a resolution in favour of affiliation, but Edinburgh and Dunbartonshire were more cautious, the former remitting it to the executive for a report, to be followed by a special branch meeting to discuss all the pros and cons. At the Dunbartonshire meeting, the subject was really talked out, but the chairman, Mr. Spence, gave an undertaking that the executive would consider the matter and report to a future meeting.

FIFTY YEARS' SERVICE

MR. S. G. Sayers, county accountant for West Suffolk who has just completed fifty years in local government—all with the same authority—and hopes to carry on at least until the end of the war. When he joined the council's staff in 1890, the rate was 4½d. in the £, and the annual budget £40,000; to-day the rate is 12s. 6d. and the budget for which he is responsible £600,000.



When the West Suffolk branch of NALGO was founded in 1919, Mr. Sayers became its first honorary treasurer. He has served almost continuously on the executive and was president in 1931-2.

Other recent retirements include: Mr. H. E. Read, chief clerk and mayor's secretary at St. Pancras, after 4 years' service. Mr. S. Oldroyd, secretary for education at North Shields, after 43 years' service.

Other recent retirements include: Mr. H. E. Read, chief clerk and mayor's secretary at St. Pancras, after 4 years' service. Mr. S. Oldroyd, secretary for education at North Shields, after 43 years' service.

country) will be edited by the other assistant member, Mr. N. W. Bingham.

Joint editorship of *In and Out* (Ealing) between J. W. Bellamy and J. Rimmer, has been severed by the departure of the latter to the R.A.O.C., whilst a further loss to its ranks of contributors is that of Ron D. (better known to readers of "In and Out" as "Provincial"). Mr. Bellamy, however, maintaining the journal at its high standard, and states, editorially: "In and Out" will go on so long as there is a demand for it. That's the spirit.

Assistant editor A. E. Palmer is carrying on the publication of *Somerset Scribbles* which, together with *Calling Croydon* and *Defto News*, appears to be one of the few duplicated journals still running. Profusely illustrated with bright sketches by "G," "K," "J.G.I." and "Roundabout," "Scribbles" shows dearth of contributors and artists.

One new duplicated journal has, however, been received. *Southgate Snips*, edited jointly by H. J. Barker and E. I. Johnson, presents a fine Christmas edition (all proceeds of sales to the B. and O. Fund). Full of interesting material, it provides yet another example of how branch journals can carry on, despite difficulties.

Other journals to hand include *Campanis* (Coventry), *At Your Service* (Dorchester), and *Guild Journal* (Manchester). N.I.

SCOTTISH NOTES

Recent annual branch meetings have clearly shown that, after a year of war, NALGO has not only held its ground, but has made considerable progress, both in membership and in the betterment of service conditions. We have had good annual meetings in most places, well attended and much interested. Favourable reports have been submitted to every meeting. Since space limitations will not allow of full reports, general comments must suffice. There were three questions of outstanding interest:

Cost of Living Increases

Members wanted to know why we did not get a better award than 6 per cent when the cost of living had risen by 24 per cent. The only answer—and it is not a complete one—is that, by comparison, we in the local government service have fared better than the civil service and, indeed, better than most comparable staff employees. We were able to show that the staff side of the Whitley Council had done all that could be done in negotiation, and the only explanation we could give of the employers' close-fistedness was that they were anxious to avoid what Sir John Simon had described as "the vicious spiral" of wages constantly rising to keep pace with prices and, in the end, causing serious inflation.

National Arbitration Order

The divisional secretary expressed the view that the net effect of the order was to make the decisions of our joint industrial council binding on all local authorities

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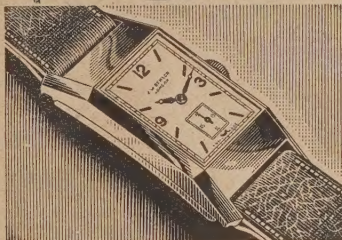
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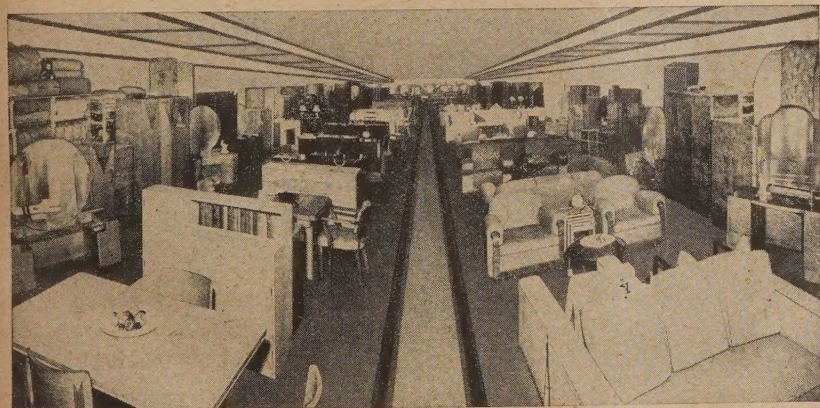
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UP to the date of going to press, 837 local authorities had adopted cost-of-living bonus schemes for their official staffs. Of these, 282 had adopted the National Whitley Council scale in full, 102 had adopted that scale with

Cost of Living 25.8 p.c. Up

The Ministry of Labour cost of living index figures for each of the past six months, showing the increase in cost of living of a "typical working-class family," since July, 1914 (taken as 100) are:

July	187	October	189
August	185	November	192
September	187	December	195

The actual percentage increases in the cost of living since September 1, 1932 (when the index figure was 155) are, therefore:

July	20.6	October	21.9
August	19.3	November	23.9
September	20.6	December	25.8

modifications, and 453 had adopted other scales. Detailed figures are:

ENGLAND AND WALES—

	N.W.C. Scale	N.W.C. Modified	Other Scales	Total
C.C.	2	13	34	49
C.B.	18	10	38	66
Met. B.	—	19	7	26
B.	63	18	98	179
U.D.	116	16	134	266
R.D.	65	22	61	148
Other Auths.	18	4	34	56

SCOTLAND—

C.C.	—	—	10	10
Burghs	—	—	34	34
Other Auths.	—	—	3	3

This month's list, which is additional to those published in previous issues, is:

WHITLEY SCALE

BOROUGHES

Reigate

URBAN DISTRICTS

Darlaston	Wednesfield
Mablethorpe and Sutton	Wellingborough

WHITLEY SCALE MODIFIED

COUNTY COUNCILS

Brecon—6 per cent up to £260, with marginal adjustment to £275 12s. Men in H.M. Forces excluded.
Cornwall—6 per cent up to £300, with marginal adjustment to £318.

Holland—Whitley council scale up to £500; no bonus over £500. In addition junior grade officers (£26 + 13 - 78) have been granted additional increment of £13.
Lindsey—6 per cent up to £300, with marginal adjustment to £318.

Oxford—6 per cent up to £300, with marginal adjustment to £318, from July 1, 1940.

Rutland—5 per cent up to £300, from April 1, 1940.

SALARIES AND SERVICE CONDITIONS

SOUTHERN REGION

Leatherhead U.D.C. has adopted a new secretarial scale—£156 + £13—£208.

Portsmouth C.B. has amended the grading scheme for male and female clerks to give a starting salary of £50 p.a. and to raise the maximum for women from £200 to £220.

Isle of Wight A. Whitley Council, comprising all local authorities in the island except Sandown-Shanklin U.D.C. and the Isle of Wight R.D.C.

Ipswich C.B. has adopted the following scheme of sickness and accident pay:

During the first three months of incapacity through sickness, accident or war injury, the corporation will make a contribution to make the officer's income from National Health Insurance, or from the Government in respect of war injury, up to full wages, less National Health Insurance contributions, superannuation contributions, hospital contributions, and any other deductions that are normally made. At the end of the period, cases will be referred to the establishment committee to consider the position in conjunction with the employing committee. Voluntary contributors will not have the amount received from National Health Insurance benefits deducted.

Dayville Park Hospital: Negotiations with the Lancashire C.C. and the War Office in relation to some 70 members of the staff of the hospital who were taken over by the military authorities when it became a military hospital have been successful. The questions concerned were those of superannuation, bonus and emoluments. The county council has made arrangements for the continued deductions of superannuation contributions, thus safeguarding the superannuation position after the war, and the War Office has agreed to pay the bonuses to intermediate grade staffs and officers, as adopted by the county council for its own staffs.

The one matter still outstanding is that the limitation by the county council of the national bonus award has

with minimum bonus of 2s. 6d. p.w. Combined salary and bonus not to exceed £300.

Shropshire—6 per cent up to £260, with minimum bonus of £10 and marginal adjustment to £275 12s. Bonus applies to married men and single men deemed to be cases of hardship serving in H.M. Forces, but does not apply to officers granted increased salaries or to new appointments since April 1, 1940.

BOROUGHES

East Retford—6 per cent on first £300 of salaries up to £400.

Weymouth—6 per cent on first £300, 3 per cent on balance, on salaries up to £430.

RURAL DISTRICTS

Atham—6 per cent to all officers excluding rating and valuation staff.

Williton—6 per cent up to £200, 3 per cent on £200 and over.

OTHER AUTHORITIES

Wye Catchment Board—6 per cent to married men earning up to £250, 3 per cent to single men and women and married women earning up to £150. Salary and bonus not to exceed £250 or £150 respectively.

OTHER SCALES

COUNTY COUNCILS

Dorset—6 per cent up to £260.

East Suffolk—To permanent employees earning up to £300: £10 to single men or women; £15 to married men without children; £5 for each child under 10, and £7 10s. for each child between 10 and 16 (if still at school). Widowers and widows with children to be treated as married men for children's grant. Half above grants to employees earning between £300 and £400.

Hertfordshire—Bonus on following weekly scale:

	No Board and
	emoluments provided
Salary up to £3 p.w. MEN	5/- 3/- 1/-
WOMEN	3/6 2/- 1/-

Salary between £3 and £4 p.w. MEN 4/- 2/6 1/-

WOMEN 2/6 1/6 1/-

Salary between £4 and £5 p.w. MEN 3/- 2/- 1/-

WOMEN 2/- 1/6 1/-

Salary includes all emoluments; bonus and salary not to exceed £5 p.w.

Pembrokeshire—7½ per cent up to £100; 6 per cent up to £200; 5 per cent over £200 on salaries up to £300.

From September 1, 1940.

Worcestershire—5s. p.w. (plus 1s. 3d. for each dependent child) to married, 2s. 6d. to single officers earning up to £300, from April 1, 1940; temporary staff and officers in Forces excluded.

COUNTY BOROUGHES

Portsmouth—4s. p.w. up to £250.

METROPOLITAN BOROUGHES

Stepney—Civil service scale (i.e., 1s. 6d. p.w. under 18; 2s. 6d. between 18 and 21; officers over 21: 3s. p.w. on salaries up to 40s.; 4s. between 40s. and 50s.; 5s. between 50s. and 95s.; nothing over 95s.

BOROUGHES

Beddington and Wallington—5 per cent up to £300, with marginal adjustment to £315, plus 4s. p.a. for each child under 16 (subject to maximum children's bonus of £15).

Bridport—2s. p.w. to officers under 18, 4s. over 18, on salaries up to £208; salary and bonus not to exceed £208.

Harwich—5s. p.w. to all permanent officers.

Hendon—6 per cent to officers earning up to £5 p.w., with marginal adjustment to £275 12s.

Malden and Coombe—5 per cent up to £260 (including bonus).

Marlborough—4 per cent up to £300, 2½ per cent on balance over £300.

and will have an adverse effect on those members of the staff whose salaries are over £260, and endeavours are being made to secure the full adoption of the Whitley award by the Lancashire county council.

NORTH-WESTERN AND NORTH WALES

Bredbury and Romiley U.D.C. has recently revised its salary scales on the lines of the Lancashire and Cheshire provincial council scales, and is paying bonus on the National Whitley Council award.

Blackburn C.B. has decided that employees receiving allowances under the council's scheme for making up war pay to the level of civil pay shall also be entitled to such salary or wage increases as they would have received had their service with the corporation been uninterrupted.

Oldham C.B. has approved an application by the Association for the re-grading of women clerks in the gas and water department from General Division (females) to Clerical Section A (females).

Whitehaven Borough has approved an application on behalf of the female dental attendant to be included in the grading scheme and to be paid the appropriate salary scale.

NORTH EASTERN AND YORKSHIRE

Bingley branch, having succeeded in getting a local joint committee established, has lost no time in proving its usefulness. At the first meeting, held recently, the staff representatives claimed that, in lieu of the cost of living bonus adopted by the council, the Whitley Council recommendations should be implemented. After hearing the case, the council representatives agreed that the claim should be met, and the council has since approved the recommendations.

Spennorth U.D.C. has interviewed the divisional secretary in connection with a claim for the Whitley Council's scales of salaries. This matter has been under consideration for a considerable time, but at long last a favourable impression seems to have been made.

War Pay Position

AT the time of going to press, 1,125 local authorities had reached decisions on the making up of war service pay. The position then was:

ENGLAND AND WALES

	Full Pay	Qual. Pay	No Pay	No Decn.
County Councils	24	37	—	—
County Boroughs	33	48	2	—
Met. Boroughs	26	3	—	—
Boroughs	116	112	19	62
Urban Districts	141	145	53	233
Rural Districts	106	128	20	221
Others	17	11	—	—

SCOTLAND

County Councils	4	25	1	3
Burghs	6	38	8	143
Others	1	1	—	—

Total 474 548 103 662

Percentage of total decisions 42.1 48.8 9.1

We regret that Prestatyn appeared in error in recent numbers of the "Black list" of authorities which had refused to supplement in any way the pay of their officers in the Forces. Prestatyn, in fact, decided to deal with each case on merits and, although it made no payments until August 26 last, it then made them retrospective to the date of enlistment of the men affected. The council has gone one better recently by adopting the National Whitley Council bonus award.

Rye—6 per cent to officers in the rating and surveyors' departments, subject to maximum bonus of £18 p.a.

Surbiton—Officers under 18, 1s. 6d. p.w.; between 18 and 21, 2s. 6d.; over 21, 3s. on salary up to 40s. p.w.; 4s. between 40s. and 50s.; 5s. over 50s.; provided salary and bonus do not exceed £250 6s. p.a.

Willesden—5s. p.w. up to £240.

Wimbledon—Civil service scale (see Stepney above), subject to maximum salary plus bonus of 76s. 9d. p.w. for single officers, and 96s. p.w. for married men.

Ashburton—5 per cent to all officers.

Bradford-on-Avon—6 per cent up to £260.

East Barnet—Civil service scale (see Stepney above).

Leatherhead—10 per cent up to £350, with maximum bonus of £25 p.a., and provided bonus plus salary does not exceed £350. Bonus applies to all married men in H.M. Forces, and to single men in cases of hardship only.

RURAL DISTRICTS

Ashbourne—5 per cent up to £175, 2½ per cent over £175.

Cheltenham—Civil service scale (see Stepney above).

Dorking and Horley—4s. p.w. up to £4 p.w. Salary and bonus not to exceed £4 p.w.

Haverfordwest—10s. p.w. to all officers.

Settle—5 per cent on first £250; 5 per cent between £250 and £300; 5 per cent over £300, to all rating and whole-time officers; M.O.H. to receive 3 per cent on salary payable by the authority; from October 1, 1940.

OTHER AUTHORITIES

London and Home Counties Joint Electricity Authority—Civil service scale (see Stepney above).

London Passenger Transport Board—Men: £9 p.w. under 18, £18 p.w. over 18; women 2s. 9s. p.w. under 18, 5s. 3d. over 18, to all officers earning up to £500, with marginal adjustment to £518.

Railway Assessment Authority—1s. 6d. p.w. under 18, 2s. 6d. between 18 and 21, 4s. p.w. over 21, on salaries up to 96s. p.w.

AMENDMENTS

COUNTY COUNCILS

Leicestershire—In addition to the bonus to whole time officers, reported in August, Institutional Staffs have now been given a bonus of 3 per cent on salary and emoluments (subject to maximum salary plus bonus of £300 p.a.) from November 1, 1940.

BOROUGHES

Ripon—Previous decision, reported in August, rescinded: now adopted Whitley Council scale with minimum 2s. 6d. p.w. from December 1, 1940.

Twickenham—Previous decision, reported in July, rescinded: now giving 6 per cent up to £300, from November 1, 1940.

URBAN DISTRICTS

Abertillery—Previous decision, reported in February, rescinded: bonus now increased from October 1, 1940 to 1s. p.w. for seniors, and 5s. 6d. p.w. for incorporees.

Bingley—Previous decision, reported in May, rescinded: now adopted Whitley council scale.

Havant and Petersfield branch suggests that our interpretation last month of the war bonus decision of the Havant and Waterloo U.D.C.: "Each case on merits: two officers have been given £20, six officers £10, and a temporary women clerks 5s. p.w." is an incorrect summary. The council, it states, resolved "not to recommend a war bonus as a temporary adjustment in salaries. It did, however, agree to increase the salaries of certain officers as indicated."

Hebburn—Previous decision, reported in October, rescinded: now adopted, from October 1, North Eastern Whitley council scale (1s. p.w. under 18, 2s. p.w. over 18, for each complete six months' rise in cost of living index over 15s. with adjustments every three months. Special bonus of 2s. 6d. p.w. under 21 and 5s. p.w. over 21 for hospital staffs.

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